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THESIS

THE NAVY'S DELAYED ENTRY PROGRAM: A STUDY OF THE EFFECTIVENESS OF PREPARING RECRUITS FOR BASIC TRAINING

by

John Dennis Nell

March 1998

Thesis Advisor: Associate Advisor: Alice Crawford Bernard Ulozas

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Form Approved OMB No. 0704-0188

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1. AGENCY USE ONLY (Leave blank)	2. REPORT DATE March 1998	3. REPORT Master's Th	TYPE AND DATES COVERED nesis
 4. TITLE AND SUBTITLE: The Navy's Delayer of Preparing Recruits for Basic Training 6. AUTHOR(S): John Dennis Nell 	5. FUNDING NUMBERS		
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Naval Postgraduate School Monterey, CA 93943-5000			8. PERFORMING ORGANIZATION REPORT NUMBER
9. SPONSORING / MONITORING AGENCY NAI	ME(S) AND ADDRESS(ES)		10. SPONSORING / MONITORING AGENCY REPORT NUMBER

11. SUPPLEMENTARY NOTES

The views expressed in this thesis are those of the author and do not reflect the official policy or position of the Department of Defense or the U.S. Government.

12a. DISTRIBUTION / AVAILABILITY STATEMENT Approved for public release; distribution is unlimited.

13. ABSTRACT (maximum 200 words)

In FY-97, over 14 percent of all recruits who entered basic training attrited and nearly one-third of these were due to motivational problems. Could adequate training in the Navy's Delayed Entry Program (DEP) provide the necessary tools to prepare recruits for basic training and reduce attrition? This thesis examines the DEP's effectiveness in preparing recruits for basic training. It examines how well the recruits were prepared; the types of training conducted; how effectively the recruits perceived their training to be while in the DEP; use of the DEP Personnel Qualification Standards (PQS); DEP meetings; and required recruiter/recruit weekly contact. Recruits at basic training were surveyed on various questions that pertained to their time in the DEP. The findings showed that training is not being conducted in the DEP. DEP PQS is not utilized as a primary training guide. Over one-third of the recruits sampled indicated that they were not told what to expect at basic training. Finally, over one-third of the recruits felt that the DEP did not prepare them for basic training. Recommendations were made to improve training in the DEP.

14. SUBJECT TERMS			15. NUMBER OF			
Delayed Entry Program, DEP, Attrition, Basic Training, United States Navy, Training, Great Lakes,			PAGES 109			
Recruit Training Center, Commander Navy Recruiting Command, Pre-entry Level Training, Realistic						
Job Preview, ICW.						
			46 PRICE CORE			
			16. PRICE CODE			
17. SECURITY CLASSIFICATION OF REPORT Unclassified	18. SECURITY CLASSIFICATION OF THIS PAGE Unclassified	19. SECURITY CLASSIFICATION OF ABSTRACT Unclassified	20. LIMITATION OF ABSTRACT UL			

NSN 7540-01-280-5500

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THE NAVY'S DELAYED ENTRY PROGRAM: A STUDY OF THE EFFECTIVENESS OF PREPARING RECRUITS FOR BASIC TRAINING

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MASTER OF SCIENCE IN MANAGEMENT

from the

NAVAL POSTGRADUATE SCHOOL

March 1998

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In FY-97, over 14 percent of all recruits who entered basic training attrited and nearly one-third of these were due to motivational problems. Could adequate training in the Navy's Delayed Entry Program (DEP) provide the necessary tools to prepare recruits for basic training and reduce attrition? This thesis examines the DEP's effectiveness in preparing recruits for basic training. It examines how well the recruits were prepared; the types of training conducted; how effectively the recruits perceived their training to be while in the DEP; use of the DEP Personnel Qualification Standards (PQS); DEP meetings; and required recruiter/recruit weekly contact. Recruits at basic training were surveyed on various questions that pertained to their time in the DEP. The findings showed that training is not being conducted in the DEP. DEP PQS is not utilized as a primary training guide. Over one-third of the recruits sampled indicated that they were not told what to expect at basic training. Finally, over one-third of the recruits felt that the DEP did not prepare them for basic training. Recommendations were made to improve training in the DEP.

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ACKNOWLEDGMENTS

I wish to extend my sincere appreciation to the many individuals who contributed to this thesis. Many thanks to Alice Crawford and Bernard Ulozas for giving me the courage to do this thesis and giving me the key to open the many doors that lay ahead of me. Also, I would like to thank Lisa, Jennette, and Beth in Root Hall for their assistance with the scan answer sheets. Much of this would not have been done if it were not for the tremendous help I received from the staff at RTC Great Lakes especially from CAPT Whitehead, LT Lewis, and LT Fink. In addition, I would like to thank my parents, Dennis and Dorothy; and Yvonne for giving me strength and inspiration throughout the process. Lastly, I would like to thank my wife, Bethany; and my children, Jackson and Amelia, for their unwavering faith, encouragement, support, and understanding, without which this research would not have been possible.

I. INTRODUCTION

A. BACKGROUND

A young person may enter the service in two different ways. First, recruits may directly access into the Navy within days of signing an enlistment contract (known as "Direct Shippers"). Direct Shippers have completed high school with a diploma or with a General Education Diploma (GED) or equivalent, and usually accept any training slots that are available at the time of signing (Buddin, 1984). Second, recruits may enter through the Delayed Entry Program (DEP). The DEP was established to allow men and women to delay their entry into the Navy for up to 12 months. This allows the majority of the recruits (DEPpers) to sign contracts in their senior year of high school to join the Navy sometime after they graduate. Others are able to select training programs that were not available at the time of enlistment, but scheduled to open at a later date. This thesis addresses the extent to which the DEP is effective in preparing recruits for basic training.

Nearly all who enlist in the Navy spend some time in DEP. The average amount of time is 4.5 months (Schmitz, 1997). Manganaris and Phillips (1985) listed several factors that determine the length of time in the DEP:

- 1. Training seat scheduling. Most training schools are full at the time of enlistment and some months later. The next seat might not be available for months after a person's enlistment.
- 2. Educational status. High school seniors remain in the DEP the longest to complete their diplomas, whereas GED recruits stay the shortest length of time.

3. Near-term need to fill. Seats for training cannot go unfilled; therefore, if a seat is open for a particular school for the recruit, he/she will be assigned to it.

The DEP has its advantages. First, the DEP permits recruitment of high school seniors who would otherwise be ineligible and unable to enlist in the Navy (Phillips & Schmitz, 1985). Second, the DEP is useful as a recruiting sales tool because it permits individuals to reserve seats in specific training for which they qualified at the time but did not have to immediate access for whatever reason (Manganaris & Phillips, 1985). The reserved training allows the recruit to match his/her interests and aptitudes (Cooke & Pflaumer, 1991). Third, the DEP is used to even the flow of accessions throughout the year. This is especially important during low recruiting months in the fall where the current supply of high school seniors is ineligible to join, and when most recent high school graduates have been contacted by the recruiter and choose not to join the Navy (Nelson & Kearl, 1990). Fourth, DEPpers bring in other interested candidates, or referrals, to the recruiters (Morey, 1983). This helps the recruiter to contact other people interested in joining the Navy. Finally, those who participate in DEP have lower attrition rates in their first-term enlistment (Buddin, 1984; Manganaris & Schmitz, 1985; Manganaris & Phillips, 1985; Cymrot, 1986; Antel, Hosek & Peterson, 1987; Buddin, 1988; Matos, 1994; Lukasiewicz, 1995; and Bohn & Schmitz, 1995). Buddin (1984) found that those who were in DEP had a 5 to 10 percent lower attrition rate than those who directly accessed.

The DEP also has some noteworthy disadvantages. The recruiter is responsible for training and managing each recruit that he/she puts in the DEP, and if a DEPper drops

from the program (i.e., does not report to active duty), the recruiter must find a replacement for the loss. This requires the expenditure of additional resources, including recruiter time (Nelson & Kearl, 1990). Second, the longer an individual remains in the DEP, the more likely he/she will not report to active duty (Manganaris & Schmitz, 1985). While awaiting entry into the Navy, DEPpers may be searching for alternative jobs or may find unfavorable information on military life that would preclude them from accessing (Nelson & Kearl, 1990). Third, maintaining the DEP pool takes away some of the recruiter's time that could be used to recruit other possible candidates (Celeste, 1985). Specifically, the recruiter is responsible for maintaining the DEP pool and making contact with each DEPper at least four times a month, as well as trying to obtain new contract objectives each month.

B. ATTRITION

First-term attrition has been a concern to the Navy over the past decade. Attrition is defined as any sailor leaving the Navy before his/her contract expires. It is costly due to the amount of money and time invested through recruiting, training, and paying wages (Manganaris & Schmitz, 1985). Over the past decade, one out of every three recruits that joined the Navy has not completed his/her first-term enlistment contract. Recently, GAO (1997) showed that of 53,501 new recruits in Fiscal Year 1994, over 6,721 (12.56 percent) were separated by the 2-month point (basic training) in their enlistment contracts. Consequently, nearly half of all first-term attrition occurred at basic training, costing the Navy over \$81 million (GAO, 1997).

In addition, GAO (1997) found that some of those recruits who were discharged had failed to meet minimum performance criteria including physical training standards, weight standards, inspection failures, or who could not adapt to basic training (e.g., lacked motivation). Could the DEP have had an impact on reducing attrition from these factors?

The length of time in the DEP has a direct impact on attrition. Increased time in the DEP reduces the probability of first-term attrition (Buddin, 1984; Manganaris & Schmitz, 1985; Manganaris & Phillips, 1985; Cymrot, 1986; Antel, Hosek & Peterson, 1987; Buddin, 1988; Matos, 1994; Lukasiewicz, 1995; and Bohn & Schmitz, 1995). Those who stay in the DEP longer have experienced other alternatives available to them, (e.g., college, job, change in family circumstance, or unfavorable information about the Navy); therefore, when they attend basic training they have ruled out all these options and have shown signs of commitment (Cymrot, 1986). In addition, when the individual spends a long time in the DEP and actually "ships" to basic training, this shows that he/she views the value of the Navy offer to be significantly high (Cooke & Pflaumer, 1991).

C. RECRUITERS AND THE DEP

The Commander, Navy Recruiting Command (CNRC) has overall responsibility for preparing DEPpers for Navy life including basic training. CNRC has issued to all recruiters the "DEP Leadership Manual" (COMNAVCRUITCOM Instruction 1133.7A) that provides a guide on what the recruiter and others in the chain of command have to do

in order to make DEP an effective and viable program. CNRC stresses the importance of DEP leadership:

The purpose of DEP leadership is to motivate, train, and prepare DEPpers mentally and physically for Recruit Training Command (RTC) and their follow-on assignments; to encourage and enhance the ability of DEP members to actively support and assist in the recruiting effort; and to reduce or eliminate attrition in the DEP. (COMNAVCRUITCOM Instruction 1133.7A)

Figure 1, which contains the organizational structure of CNRC, is presented to aid in the discussion of how the DEP is operated. The two key positions in the viability of the DEP are the Recruiter-In-Charge (RINC) and the respective recruiter. Both have a liaison function between the DEPper and the Navy. The RINC is ultimately responsible for the leadership of the members of the DEP at his/her recruiting station and must ensure that the recruiters' responsibilities toward DEPpers are carried out. However, it is the recruiter who is ultimately responsible for preparing his/her DEPpers for basic training. The recruiter must make a minimum of four contacts a month and one of those must be in person. This is to establish a rapport between the recruiter and DEPper to ensure that the DEPper is still motivated and prepared to go to basic training. The recruiter is required to maintain contact with the parents of DEPpers at least once a month as parents can be a major source of influence.

The Navy's primary method of training and motivating DEPpers is by conducting organized DEP meetings at least once a month. These meetings are usually held in the beginning of the month for all members in the DEP for a particular recruiting station. This is a time when DEPpers have contact and train with other DEPpers and active duty personnel to learn about Navy life, particularly recruit training. Military culture is

present at all times simulating the formality of basic training (e.g., drilling, saluting, formations).

An additional DEP requirement is completion of the DEP Personnel Qualification Standards (DEP PQS). DEP PQS "ensures that DEPpers attain, demonstrate and sustain the basic knowledge and skill levels necessary to ensure a smooth transition from civilian life to entry level Navy life" (COMNAVCRUITCOM Instruction 1133.7A). The DEP PQS covers 12 separate modules as follows:

1. DEP Responsibility

7. Naval Ships and Aircraft

2. Recruit Training

8. Educational Opportunities

3. Military Drill

- 9. Navy Advancement System
- 4. Rank and Recognition
- 10. Safety

5. Naval Uniforms

- 11. First Aid
- 6. Customs & Courtesies
- 12. Personal Hygiene

The recruiter provides the DEPper with the necessary material for study. In addition, formal training on the above subjects is also conducted through DEP meetings. There are two phases of DEP PQS: the training phase in which DEPpers learn the fundamental information on the above modules, and the sign-off phase where they demonstrate to the recruiter, one-on-one, the information they learned in the training phase. The recruiter signs off the qualification for each module as it is successfully demonstrated.

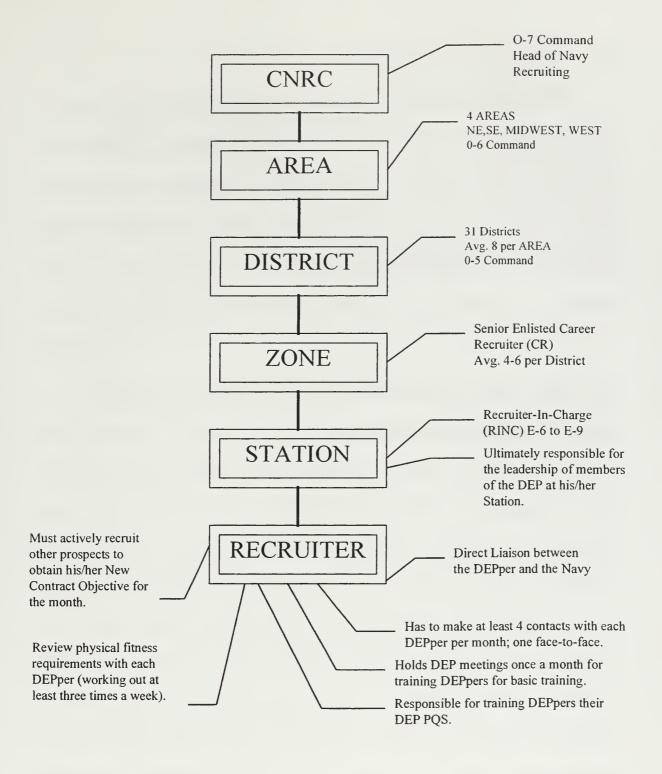


Figure 1

D. PURPOSE

This purpose of this study is to examine the extent to which the Navy's prepares recruits for basic training. The Navy has a system on line through the DEP PQS and DEP meetings to effectively train and prepare DEPpers for the rigors of basic training. However, with the average time in the DEP for each recruit is 4.5 months, how much training could be accomplished in this amount of time?

II. LITERATURE REVIEW

A. DELAYED ENTRY PROGRAM STUDIES

Numerous studies have been conducted on the DEP over the past decade with most of them concentrated in the 1980s. The services, especially the Army, were particularly interested in the way the DEP operated, how it accessed and lost recruits before basic training, the amount of time in the DEP, and DEP attrition. It is important to understand the factors of DEP attrition to further understand what types of recruits enter basic training.

Although there have been studies that have covered aspects of the DEP (Flyer & Elster 1983; Morey 1983; and Schmitz & Nelson 1984), the first comprehensive study on the DEP was done by Celeste (1985) who looked at the rate of enlisted contract losses from the Army's DEP that were written from 1980 to 1983. Celeste conducted a cohort analysis (FY-81, FY-82, and FY-83) and examined the relationships of DEP length, education, mental category (AFQT), gender, and age. In all three cohorts, her findings showed that the length of time in the DEP was significantly positively related to the DEP attrition rate; longer time in the DEP is related to higher probability of attrition. The data showed that DEP attrition jumped from 2.33 percent, with DEP lengths of seven months, to 65.8 percent with DEP lengths of 12 months. Results also showed that women had DEP attrition rates twice as high as men, and that men with high school diplomas experienced lower attrition rates than non-graduate men. Celeste found that there was insufficient uniformity in the connection between AFQT and DEP attrition. She

concluded that this inconsistency may be due to the policy changing on the amount of time Category IV recruits were permitted to be in DEP after FY-81. In general, after the policy change, Categories I and IIIB had lower attrition rates than Categories II and IIIA.

Phillips & Schmitz (1985) developed a model for predicting DEP attrition. The model addressed two groups between the periods of FY-82 and FY-83: (1) graduates and non-graduates, and (2) high school seniors. They too found that the probability of DEP loss significantly increased with increased time in the DEP. Using the FY-83 model, they found that a 1 percent rise in DEP length resulted in a 1 percent rise in DEP attrition. In addition, they found high school seniors had a lower probability of DEP attrition compared to high school graduates and non-graduates, females had a higher predicted loss rates than males, and increasing age was significantly related to increased DEP attrition rates (e.g., those over 20 years of age of the high school graduates and non-graduates were more likely to attrite than those under 20 years of age, and those high school seniors age 18 had higher attrition rates than 17 year old high school seniors).

Nelson (1988) developed two DEP attrition models: (1) a macro-level time-series model to examine DEP attrition for the Army, and (2) a micro-level model to determine DEP attrition of individual behavior. In his macro model, he found that DEP loss was related to the youth unemployment rate (over 40 percent of the DEP attrition in FY-86 and FY-87 was due to the low youth unemployment rate). An increase of 1 percent in youth unemployment was related to an absolute decrease in DEP attrition of 0.67 percent. An increase in DEP length by one month increased DEP attrition by 0.54 percent. Nelson

also found that size of the DEP had a positive direct relationship on DEP attrition and the relative number of recruiters had a direct relationship with DEP loss (the larger the size of the DEP, the more likely a DEPper will attrite).

Nelson's micro-level model looked at DEP attrition at the individual level. He found age was highly significant with respect to DEP attrition (the older the recruit, the more likely he/she will attrite from the DEP). Other factors he found that were significant in explaining DEP loss were DEP length (longer time in the DEP increases attrition), AFQT score (higher AFQT scores were related to decreased attrition rates), and high school seniors have greater DEP loss than high school graduates.

Nelson & Kearl (1990) found that personal characteristics have a large effect on DEP attrition. DEPpers with dependents had attrition rates 10 percentage points lower than those with no dependents. The longer that people with dependents were in the DEP, the lower the probability of attriting before basic training. They also found that high school graduates had lower DEP attrition than high school seniors. This may be due to high school seniors using the military enlistment contract as an "insurance policy" in case other post-high school opportunities failed (e.g., college, sports, work). Nelson & Kearl found that women who are high school seniors are more likely to attrite than those who are high school graduates. Also, as AFQT scores increased, the probability of DEP attrition decreased (a 10 percent increase in AFQT score reduced DEP attrition by 0.14 percent). Lastly, enlistment benefits (e.g., bonuses, college fund) were a good incentive for recruiting and reducing DEP attrition.

Cooke & Pflaumer (1991) reviewed DEP attrition studies and found that increasing the DEP length for male high school seniors is less costly than increasing DEP length for male graduates and female recruits. They found that high school graduates were more likely to attrite from the DEP then high school seniors as their time in the DEP increases.

Nakada (1994) looked at the number of contract changes that occurred while the member was in the DEP. A contract change may be made by the recruit or by the Navy due to changes in shipping date, accession program, or changing his/her rating. He found that an increase in contract changes in a recruit's time in the DEP, is related to increased attrition, especially with two or more changes. Nakada concluded that contract changes may signify an employee/employers mismatch causing the recruit to attrite from the DEP. In addition, he found that the longer the time in the DEP, the more likely the recruit will attrite. Nakada also found that the recruiter's rank was related to DEP attrition; the higher the rank, the less likely attrition would occur.

Finally, Bohn & Schmitz (1995) compared DEP attrition between workforce recruits (graduates and non-graduates) and high school seniors who spent some time in the DEP from FY-91 to FY-93. In their sample, high school seniors had an attrition rate of 21.4 percent while workforce recruits had a lower rate of 14.2 percent. This might be due to high school seniors spending longer times in the DEP than workforce recruits. Bohn & Schmitz's logistic model showed that DEP length (longer time in DEP, means attrition), age (age increases are related to higher attrition), and gender (females were

more likely to attrite than males) were significant in DEP attrition for both high school seniors and workforce recruits.

B. SUMMARY OF DEP STUDIES

The studies above show that DEP attrition is a problem for the services. There is no one correct answer to pinpoint the factors that are associated with DEP loss. It is clearly evident that the amount of time a recruit spends in the DEP has great significance on whether he/she stays in the DEP or not. Most of the studies (Celeste, 1985; Phillips & Schmitz, 1985; Nelson, 1988; Nakada (1994); and Bohn & Schmitz, 1995) showed that the longer a recruit is in the DEP, the greater chance that he/she will attrite. Throughout their time in the DEP, recruits are exposed to other opportunities (e.g., college, job, change in family circumstance, or unfavorable information of the Navy), so it is natural for some of them to leave the DEP if they confront better options. \(^1\)

It is shown (Celeste, 1985; Phillips & Schmitz, 1985; and Bohn & Schmitz, 1995) that women have a higher tendency to attrite than men. Even though this may be significant information, the current recruiting policies cannot discriminate against women. However, better screening for high school diploma and high quality females recruits could help reduce attrition.

Mental category (AFQT) has a large impact on DEP attrition. Nelson (1988) and Nelson & Kearl (1990) found that higher AFQT is related to a lower probability of DEP

¹ Even though a recruit in the DEP is contractually obligated to his/her respective service, the services do not hold them legally if they want to leave. The reasoning is the recruit would cause more problems while on active duty and would eventually attrite, causing the services greater costs.

loss. It may be that those with higher AFQT have greater opportunities for high-advanced jobs within the services. Recruits with lower AFQT may not be eligible for numerous jobs, therefore they may have been assigned a job that they may not have wanted.

Age was found to be highly significant in predicting DEP loss (Phillips & Schmitz, 1985; Nelson, 1988; and Bohn & Schmitz, 1995). Older recruits are more likely to attrite from the DEP.

There was a conflict in whether high school seniors are more likely to attrite than graduates or members of the workforce. Phillips & Schmitz (1985) and Cooke & Pflaumer (1991) showed that high school seniors had lower attrition rates, while Nelson (1988), Nelson & Kearl (1990), and Bohn & Schmitz (1995) showed that high school seniors had greater probabilities of attriting.

Finally, the studies found that numerous other factors (dependents, youth unemployment, contract changes, recruiter's rank, and DEP size) had significant impact on predicting DEP attrition.

C. FIRST-TERM ATTRITION STUDIES

Although DEP attrition is important for managers and recruiters, the costs of DEP attrition are not nearly as high as first-term attrition. Attrition, once a recruit has been shipped to basic training is extremely expensive, therefore, more intensive studies have been done to study why attrition occurs and how to minimize it.

Buddin (1984) assessed how preceding experience, job match and satisfaction, entry point decisions, demographic background, alternatives to the military, and socioeconomic factors are related to early attrition in the first 6 months of enlistment. Buddin found younger recruits were less likely to attrite than older recruits. These older recruits could be "labor market misfits" and may have done poorly in both civilian and military organizations. High school diploma graduates were significantly less likely to attrite than dropouts, indicating that recruits with high school diplomas have a "stick to it" attitude.

Work experience had a significant effect on attrition. Recruits with no prior work experience had attrition rates of 3.34 percentage points higher than those who had at least some work experience. Those with no prior work history have more uncertainty about their earnings opportunities and are more likely to separate from their jobs (Buddin, 1984). The number of employers had a significant but small effect on attrition (the more employers, the more likely to attrite by 1.08 percent), as well as, the effect of unemployment within the last year (those unemployed within the last year had attrition rates of 2.17 percentage points higher).

Buddin found that those enrolled in the DEP, for the overall military, had lower early attrition rates than direct shippers (1.67 percentage points lower). However, the DEP length was insignificant at the individual service level and overall early attrition was insignificantly affected by DEP participation. Buddin found that losses from the DEP

were added to the data and treated as early attrition, therefore, the effect on attrition of being in the DEP disappeared.²

Kohen (1984) found that recruits who attended college, but had not graduated, have a higher tendency to attrite than those who have no college experience. This may be due to these individuals being "over-educated" for tasks that they are expected to perform, therefore causing them to attrite.

Manganaris & Schmitz (1985) conducted one of the first research studies specifically of the DEP's relation to first-term attrition. They found that the DEP length had an inverse effect on attrition. With longer time in the DEP, the probability of attriting in the first-term goes down. They called the DEP a "motivational screening device" suggesting that those who were motivated enough to stay in the DEP would be motivated to complete their first-term enlistment. They, too, found that a high school diploma had a higher probability to survive his/her enlistment.

Manganaris & Phillips (1985) developed a DEP loss-attrition trade-off model to show the optimum amount of time in the DEP based on costs using data from FY-83. They looked at the importance of DEP loss and first-term attrition simultaneously when developing a DEP policy. They recommended that DEP time should be lengthened as much as possible. Because longer DEP lengths weeds out individuals who may not have been committed or poorly motivated, it is less expensive to keep recruits in DEP than to have them attrite at basic training. However, Manganaris & Phillips found that

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² At that time, seniors with low AFQT scores were required to attain a high school diploma. At graduation, if they did not receive a diploma they were ineligible to enlist (Buddin, 1984).

lengthening the DEP time may save money, it may not be practical for the services.

Training seats need to be filled, therefore the next available seat might be assigned to the recruit regardless of his/her preference.

Cymrot (1986) studied the differences in attrition between direct shippers and those who spent some time in the DEP. He found that attrition rates in FY-85 for direct shippers were higher than rates for DEPpers. Cymrot suggested that DEP was both a "filtering and selection effect" on first-term attrition (Cymrot 1986, 33). As a "filter," DEP gives a recruit time to consider his/her decision and to determine if the decision was the right one, if not he/she attrites from the DEP. If the decision was the right one, the individual will be more likely to commit to it and stay through the first-term. As a "selection effect," Cymrot suggests that, on average, those entering the DEP are of higher quality than direct shippers. Higher quality recruits have lower probabilities of attriting, therefore the DEP is used to attract high-quality recruits.

Antel, Hosek, & Peterson (1987) devised two attrition models (seniors and graduates) with two internal models within each (6-month and 35-month attrition). They found that time in DEP had significant negative effects on 6-month attrition of seniors, as well as 35-month attrition for both seniors and graduates. The amount of time in the DEP was significant for graduates at the 35-month level versus at the 6-month level for seniors. This may be due to the small amount of attrition that occurred at the 6-month point, while at the 35-month point more attrition had occurred.³

³ In general, the authors placed more confidence in the 35-month model because there was more attrition in the sample by then.

Antel et al. stressed the importance of time in the DEP as based on two factors: (1) DEPpers are "methodical planners" (they know what type of training is needed for the career they want to have), and (2) DEPpers with longer time in DEP are those who "value the occupation" (the longer the wait for an occupation, the more valuable that occupation is). So, the researchers suggested that there be a minimum time in the DEP to help eliminate first-term attrition by encouraging the DEPper to think of his/her options in the military and decide if he/she wants to commit.

Buddin (1988) studied the effect of attrition on high-quality recruits (scored above the 50th percentile on the AFQT) in their first-term of enlistment. Since the services had been recruiting more high-quality recruits over the years, there had not been a decrease in overall attrition rates like theory suggests (the higher the AFQT, the less likely a recruit will attrite). Buddin found recruit characteristics can be used to identify certain risk categories, but the interpretation and enforcement of attrition policies themselves may determine the actual attrition level (e.g., training commands spend less time dealing with recruits, or set certain levels of failure). He also found that age, mental category, and time in DEP were significant in predicting attrition.

Matos (1994) found that as DEP time increases, basic training attrition decreased for all mental groups and both genders for DEP lengths up to eight months. For months 9 through 11, attrition increased and then sharply leveled out at the 12-month point. Lukasiewicz (1995) found that basic training attrition rates were lowest between 6 to 8

months in the DEP. Those who spent less than one month (direct shippers) had the highest attrition rate.

Bohn & Schmitz (1995) found that considerable first-term attrition costs could be saved if recruits were to participate in the DEP for a minimum amount of time. They found that eight months in the DEP would be the optimal amount of time for recruits, saving over \$31 million.⁴ However, at the time, current recruiting practices made it impractical. They found that just limiting time in DEP for two months would save over \$8 million. By virtually eliminating direct shippers, the Navy could save millions of dollars.

GAO (1997) found that the services could save millions of dollars by better screening recruits before they enter basic training. GAO found that recruits failed to meet performance standards because they are not physically fit. They recommend that recruits be better informed of the physical requirements of basic training while they are in the DEP, and, have a working physical fitness program while in the DEP.

GAO also found that recruits failed to meet performance standards because they lacked motivation; they are not given a realistic view on what the typical basic training life would be. Currently, the training centers are trying to change recruit motivation by changing the training environment, but only so much can be changed without effectively degrading the mission of military basic training. The interest of the present research,

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⁴ These figures are 1995 dollars.

which was not addressed by GAO, is whether recruits could be given realistic training while in the DEP that could eliminate some of the fears and unknowns of basic training.

D. SUMMARY OF FIRST-TERM ATTRITION STUDIES

All of the studies reviewed, with the exception of Buddin (1984), found that DEP length was significant in predicting first-term attrition. The DEP is considered a "filter," straining out individuals who may not have been committed to being in the service (Cymrot, 1986). It is evident that those who stayed and "survived" in the DEP were more committed toward their new career in the military.

Not having a high school diploma is significant in attriting in the first-term enlistment. The studies showed that a diploma indicates that a person showed commitment to follow through a task to the completion. Having a diploma does not have any significance in determining mental capability, instead it is an indication of accomplishment. Research on mental category (AFQT) showed that the higher the category, the less likely a recruit will attrite.

Buddin (1984) demonstrated that work experience, previous unemployment, and the number of employers predicted attrition. These factors showed that if the recruit does not have a strong "work ethic," the same kinds of problems would be seen in the military.

Finally, the studies have shown that first-term attrition is a problem financially. GAO (1997) and Bohn & Schmitz (1995) attempted to put a dollar figure on the costs of attrition. If attrition was slightly reduced through better management of the DEP, the services could save millions of dollars. Just having spent some time (one month) in the

DEP saves millions of dollars over direct shippers who may be joining the military for all the wrong reasons and have not had time to effectively contemplate their decision.

E. RELATION OF FINDINGS TO THESIS

As shown, there have been numerous studies on the DEP and how it relates to first-term attrition. DEP participation is a key factor in predicting attrition; longer time in the DEP is related to a lower probability of attriting. That point has been brought up many times, however, not one study looked into what the DEP did to prepare recruits for basic training. Being in the DEP for 12 months might show that a recruit has a better probability of finishing basic training and his/her follow-on duty, but if the individual was not taking part in DEP activities (e.g., DEP meetings, drill training, physical training, preparation for basic training), how much different is that person from a recruit who directly shipped or spent less than 3 months in DEP? Probably not much, except recruits might be more willing to stick with their enlistment because they had time to think about what they are actually getting into; a "cooling off" period. If they have other opportunities or decide the military does not "fit," they would do the military and themselves a favor not to access. However, are there effective ways to prepare recruits, both physically and mentally, for boot camp and beyond in the DEP?

This thesis looks at how recruits prepare themselves for basic training, whether in the DEP or on their own (direct shippers). It examines the amount of time spent in the DEP and whether or not a recruit actively participated while in the DEP. It is hypothesized that those who were actively involved in the DEP and had longer DEP lengths are better prepared than those who were not involved or spent little time in the

DEP. Preparation is measured by successfully completing basic training without major complications or uncertainties during basic training.

This research examines many of the same variables that previous studies identified as predictors of attrition including: DEP enrollment; length of time in the DEP; education; gender, and age. However, this research also looks at the participation in the DEP itself. Specifically, it looks into the training involved with the recruiters in preparation for basic training and beyond. The purpose of this study is to determine if the same variables above are replicated with the addition of DEP participation variables that reflect how the Navy prepared recruits for basic training, the types of training conducted, the value of the training, and the recruits' view of their time while in the DEP.

III. METHODOLOGY

A. DATA SOURCE

The analysis reported here was based on a sample of the population of FY-98 Navy recruits at Recruit Training Command (RTC) Great Lakes, Illinois. With the assistance of the staff at the RTC, a survey was administered to 1079 recruits attending basic training from the period of December 1997 through January 1998.

B. CONDUCT OF THE SURVEY

The survey was conducted through the use of a questionnaire (see Appendix A) and the use of scan sheet answer forms. The survey was developed with specific reference to the Navy's Delayed Entry Program Leadership Manual (COMNAVCRUITCOMISNT 1133.7A, 1996), issues raised through the literature review, and through survey design techniques discussed in Salant & Dillman (1994).

To ensure that the survey was accurate, easily understood, and clearly written before it would be administered to the recruits at RTC Great Lakes, a field test was conducted through the Defense Language Institute (DLI) in Monterey, California. A panel of 15 students from the Navy was administered the survey and given an opportunity to comment on each question directly. ⁵ Noted changes and recommendations were made on the final version of the survey.

With the assistance from staff at RTC Great Lakes, the survey was administered over a 3-week period to two types of recruits: (1) "Successfuls," recruits in their last week

⁵ Students in the field test were Seaman Recruits who recently reported to DLI from RTC Great Lakes.

of basic training who will complete basic training, graduate, and move on to their followon school or ultimate duty assignment, ⁶ and (2) "Unsuccessfuls," recruits who were dropped from the program and were awaiting transfer back to their home of record. Appendix B provides a listing of classification codes for separating recruits.

The survey consisted of a total of 33 questions with ordered choice responses. Questions all relate to recruits' pre-basic training preparation, either in the DEP or on their own. Each question has a complete range of possible answers provided to the recruit filling out the survey (Salant & Dillman, 1994). There are advantages of using this type of survey. First, it is less demanding for the recruits to fill out. Recruits at this time, have completed nearly 9 weeks of basic training during which they have had little free time. Their training has been demanding and quite repetitive, so a survey that does not require too much effort to answer should result in a minimum of measurement and nonresponse errors. Second, it is easier to code and analyze the data (especially with large samples). Finally, it permits quantitative comparisons across questions (Salant & Dillman, 1994).

After the surveys were completed, the staff at RTC collected the surveys and sent them back to Naval Postgraduate School in Monterey, California for processing. Surveys were electronically scanned and downloaded to a database for analysis.

C. SAMPLE

The sample was drawn from the population of Navy enlistees attending basic training from December 1997 to January 1998. Tables 1 through 4 present the sample

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⁶ At this point of basic training there is a small percentage of recruits who do not graduate and are eventually dropped from the Navy; however, since it is so small, the loss is not significant for this study.

sizes compared to the population for FY-97. FY-97 is assumed to be a representative year.

Table 1 shows the demographic profile for the survey sample and the recruits who entered basic training in FY-97. Sample survey demographics match the population figures with the exception of age and education status of the recruits. This could be explained by the time of the year the survey was administered between December and January. During this period, recruits generally come from the workforce market rather than coming directly out of high school, while most of the high school graduates from the May/June period previously have already attended basic training in the summer months. Traditionally, this is a low period of recruits attending basic training with a greater amount coming from a mature workforce.

Table 2 and Table 3 show the demographic profile for the survey sample and the recruits that entered basic training through the DEP and direct accession, respectively, in FY-97. Once again, the sample closely mirrors the demographics of the population with the exception of age and education.

D. RESEARCH QUESTIONS

The research addresses the following research questions:

- 1. How well does the DEP prepare recruits for basic training?
- 2. What is the proportion of DEPpers who successfully completed basic training compared to those not in the DEP?
 - 3. What type of training is conducted in DEP?

4. How effectively do DEPpers think they were prepared for basic training?

Table 1. Demographic Profile for Survey Sample and Recruits Entering Basic Training (FY-97)

(a)	San	nple	Popu	lation
Category	Number	Percent	Number	Percent
Gender				
Male	915	84.80	42,259	85.87
Female	161	14.92	6,954	14.13
Missing	3	0.28	0	0.00
Race				
White	653	60.52	28,808	58.54
Black	193	17.89	9,742	19.80
Hispanic	124	11.49	6,627	13.47
Asian	44	4.08	2,549	5.20
Other	61	5.65	1,451	2.95
Missing	4	0.37	36	0.07
Age				
17-18	283	26.23	17,973	36.52
19+	796	73.73	31,233	63.47
Missing	0	0.00	7	0.01
Education				
GED	112	10.38	2,402	4.88
HSDG	655	60.70	43,602	88.60
Some College	273	25.30	2,603	5.29
Bachelors	21	1.95	548	1.11
Masters	2	0.19	17	0.04
Missing	16	1.48	41	0.08

Source: Derived from data provided by Navy Recruiting Command

Table 2. Demographic Profile for Recruits Entering Basic Training Through the DEP (FY-97) and Survey Sample

	San	nple	Popu	lation
Category	Number	* Percent	Number	Percent
Gender				
Male	841	84.27	36,807	85.16
Female	154	15.43	6,415	14.84
Missing	3	0.30	0	0.00
Race				
White	601	60.22	25,300	58.54
Black	178	17.84	8,391	19.41
Hispanic	117	11.72	5,918	13.69
Asian	40	4.01	2,315	5.36
Other	58	5.81	1,262	2.92
Missing	4	0.40	36	0.08
Age				
17-18	267	26.75	16,567	38.33
19+	731	73.25	26,650	61.66
Missing	0	0.00	5	0.01
Education				
GED	96	9.62	1,719	3.98
HSDG	616	61.72	38,773	89.71
Some College	250	25.05	2,216	5.13
Bachelors	20	2.00	467	1.08
Masters	2	0.20	13	0.03
Missing	14	1.40	34	0.08

Source: Derived from data provided by Navy Recruiting Command

Table 3. Demographic Profile for Recruits Entering Basic Training Through Direct Accession (FY-97) and Survey Sample

	San San		Popu	lation (1987)
Category	Number	Percent :	Number	Percent
Gender				
Male	74	91.36	5,452	91.00
Female	7	8.64	539	9.00
Missing	0	0.00	0	0.00
Race				
White	52	64.20	3,508	58.55
Black	15	18.52	1,351	22.55
Hispanic	7	8.64	709	11.83
Asian	4	4.94	234	3.91
Other	3	3.70	189	3.15
Missing	0	0.00	0	0.00
Age				
17-18	16	19.75	1,406	23.47
19+	65	81.25	4,583	76.50
Missing	0	0.00	2	0.03
Education				
GED	16	19.75	683	11.40
HSDG	39	48.15	4,829	80.60
Some College	23	28.40	387	6.46
Bachelors	1	1.23	81	1.35
Masters	0	0.00	4	0.07
Missing	2	2.47	7	0.12

Source: Derived from data provided by Navy Recruiting Command

IV. SURVEY RESULTS

A. TYPES OF TRAINING CONDUCTED IN THE DEP

As mentioned in Chapter I, the primary training tool for DEPpers is the DEP PQS manual that has been in existence since March, 1996. The DEP PQS covers 12 separate modules that include DEP responsibility, recruit training, military drill, rank and recognition, naval uniforms, customs and courtesies, naval ships and aircraft, educational opportunities, Navy advancement, safety, first aid, and personal hygiene. It is used to transition from civilian life help make the to life basic training (COMNAVCRUITCOM Instruction 1133.7A). The DEP PQS, along with the DEP Leadership Manual, were the primary resources utilized in helping to develop the survey. Appendix C shows the DEP PQS format used by DEPpers.

This section looks at Questions 20-21 dealing specifically with the recruit's use of DEP PQS; Question #23, was the recruit told what to expect at basic training; Question #24, was the DEPper taught military drill (e.g., hand saluting, attention, parade rest, and facing movements); Question #25, was he/she taught military rank and recognition; Question #26, was the DEPper taught about naval uniforms (e.g., grooming standards, "gig" lines, shining shoes); Question #27 deals with taught customs and courtesies; Question #28 examines educational opportunities; Question #29 is about the Navy's advancement system; Question #30 is on safety; and Question #31, was he/she taught first-aid. Appendix A shows the survey questions in more detail.

1. Overall Responses

Table 4 shows the results from Question #20 asking if recruits have used DEP PQS while they were in the DEP. The data show that the majority of the DEPpers had not used it to prepare for basic training. Over 55 percent of all recruits did not use DEP PQS while they were in the DEP, while only 25 percent had used it. Further, about 20 percent did not know if they had used it suggesting that they most likely had not.

Table 5 shows the results from Question #21 that follows up on those who actually used the DEP PQS regarding how much they completed.⁷ Over 65 percent of those who used DEP PQS completed very little to none, while 34 percent completed at least half or more. These figures show that DEP PQS is not being fully utilized by the DEPpers.

Table 4. Responses to Using PQS to Train for Basic Training While in the DEP

Response	Number	Percent Percent
Yes	242	24.54
Don't Know	194	19.68
No	550	55.78
Total Responses	986	100.00

Table 6 shows the responses from Question #23 on how many DEPpers agree/disagree they were told what to expect at basic training. While the majority of the DEPpers agreed (53 percent) that they were told what to expect, one-third of them

⁷ DEPpers could theoretically use the DEP PQS and not have completed one single module. The DEPper must show to the recruiter that he/she has a thorough knowledge of a particular module before the recruiter can "sign-off" that module. For example, Table 5 shows that over 36 percent who used DEP PQS completed none of the modules (i.e., they did not have it "signed-off").

disagreed. This shows that 33 percent of all the DEPpers who entered basic training did not have the same level of expectations as the others in their recruit divisions.

Table 5. Responses to Completion of DEP PQS

Response to hills services to have that . I despete how the in the	- Number	Percent Percent
None	192	36.36
Some	153	28.98
Half	57	10.80
Most	69	13.06
All	57	10.80
Total Responses	528	100.00

Table 6. Told What to Expect at Basic Training

Response	Number	Percent -
Disagree	327	33.03
Neither Agree nor Disagree	142	14.34
Agree	521	52.63
Total Responses	990	100.00

Tables 7-14 show the results from Questions 24-31 on how many recruits agree/disagree that they were taught the respective training topics while in the DEP. These tables show that military drill, military rank and recognition, naval uniforms, and customs and courtesies were not taught to the majority of the recruits. The percentages range from 39 to 62 percent of the sample who say that they were not taught these topics. The data in Tables 11-12 show that the majority of the recruits agreed that they were taught the Navy's advancement system and educational opportunities. However, these statistics may be a little misleading as these two areas are also part of the sales techniques

used by recruiters for recruits to sign an enlisted contract; therefore, these numbers might reflect the knowledge they acquired while in the recruiting process.⁸

Table 7. Military Drill Taught in DEP

Response Million with the the description of the trade with to the	Number Percent		
Disagree	483	48.64	
Neither Agree nor Disagree	157	15.81	
Agree	353	35.55	
Total Responses	993	100.00	

Table 8. Military Rank and Recognition Taught in DEP

Response	Number Number	Percent /
Disagree	535	53.82
Neither Agree nor Disagree	193	19.42
Agree	266	26.76
Total Responses	994	100.00

Table 9. Navy Uniforms Taught in DEP

Response	Number	Percent
Disagree	574	57.75
Neither Agree nor Disagree	199	20.02
Agree	221	22.23
Total Responses	994	100.00

Table 10. Military Customs and Courtesies Taught in DEP

Response	Number	Percent
Disagree	518	52.21
Neither Agree nor Disagree	207	20.87
Agree	267	26.92
Total Responses	992	100.00

⁸ DEPpers are also told about advancement opportunities while in the DEP. They are told they can advance to E-2 and E-3 if they provide the recruiter referrals that enlist in the Navy.

Table 11. Educational Opportunities Taught in DEP

Response	Number	Percent ·
Disagree	244	24.57
Neither Agree nor Disagree	134	13.50
Agree	615	61.93
Total Responses	993	100.00

Table 12. Navy Advancement System Taught in DEP

Response	Number	Percent Percent
Disagree	259	26.16
Neither Agree nor Disagree	158	15.96
Agree	573	57.88
Total Responses	990	100.00

Table 13. Safety Taught in DEP

Response	Number Number	Percent
Disagree	388	39.11
Neither Agree nor Disagree	295	29.74
Agree	309	31.15
Total Responses	992	100.00

Table 14. First Aid Taught in DEP

Response	Number	Percent
Disagree	610	61.43
Neither Agree nor Disagree	244	24.57
Agree	139	14.00
Total Responses	993	100.00

2. "Successfuls" vs. "Unsuccessfuls"

Table 15 compares those who graduated ("Successfuls") and those who have attrited ("Unsuccessfuls") from basic training with respect to DEP training. The data show that the majority of both groups have not used DEP PQS while they were in DEP, however, out of the total of the "Unsuccessfuls," 69 percent had not used it while 53 percent of the "Successfuls" had. Table 16 shows that of those who actually used DEP

PQS for training, over 68 percent of the "Unsuccessfuls" completed very little in comparison to 63 percent of the "Successfuls."

Table 15. PQS Used In DEP by Successful vs. Unsuccessful Completion of Basic Training

ALAGA DE MA	Succe	essfuls	Unsuccessfuls		
Response	* Number Percent		Number	Percent	
Yes	214	25.57	28	18.79	
Don't Know	176	21.03	18	12.08	
No	447	53.40	103	69.13	
Total Responses	837	100.00	149	100.00	

Table 16. PQS Completion Rates by Successful vs. Unsuccessful Completion of Basic Training

	Succe	essfuls	Unsuccessfuls		
Response	Number	Percent	Number	Percent	
None	164	36.04	28	38.36	
Some	131	28.79	22	30.14	
Half	53	11.65	4	5.48	
Most	57	12.53	12	16.43	
All	50	10.99	7	9.59	
Total Responses	455	100.00	73	100.00	

Table 17 shows a difference between the two groups concerning expectations of basic training. Fifty-six percent of the "Successfuls" agree that they were told what to expect, while only 32 percent of the "Unsuccessfuls" felt this way. Nearly half of the "Unsuccessfuls" disagreed that they were told what to expect. These findings show that recruits may have a better chance of graduating if they are given realistic training on what to expect when they attend basic training.

Table 17. Told What to Expect at Basic Training by Successful vs. Unsuccessful Completion of Basic Training.

	Successfuls		Unsuc	cessfuls
Response	Number	Percent	Number	Percent
Disagree	254	30.24	73	48.67
Neither Agree nor Disagree	114	13.57	28	18.67
Agree	472	56.19	49	32.66
Total Responses	840	100.00	150	100.00

Figure 2 shows the comparisons of the "Successfuls" and "Unsuccessfuls" in their responses for Questions 24-31 dealing with other training topics that are to be taught in the DEP. Specifically, this figure shows the percentage of the respondents who indicated that they were not taught these particular items. With the exception to Questions 28-29 that deal with educational opportunities and Navy advancement, Figure 2 clearly shows that "Unsuccessfuls" had different views on training than the "Successfuls" in every question.

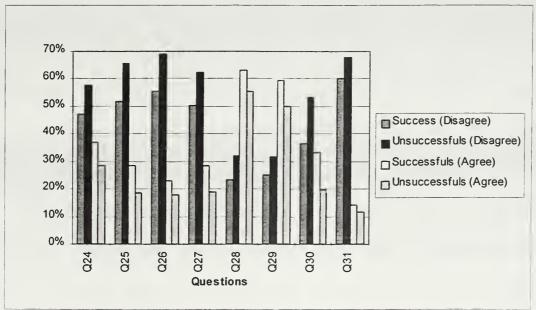


Figure 2. Responses to Q24-Q31 by Successful vs. Unsuccessful Completion of Basic Training.

3. Gender

Analysis of the data by gender, shows the same type of patterns described in previous studies. Table 18 shows that females and males have different success rates from basic training. Males have a success rate 14 percentage points higher (87 percent) than females (73 percent).

Table 19 shows little difference between males and females when looking at the percentage of those who used DEP PQS, but there are more females who did not use DEP PQS as compared to the males. In addition, Table 20 shows of those who did use the DEP PQS as a training device, females completed more than the males (half, most, or all) by 7 percent. However, both groups completed little of the DEP PQS; 66 percent of the males indicated that they have done none or some of the DEP PQS while 59 percent of the females answered the same.

Table 18. Successful vs. Unsuccessful Completion of Basic Training by Gender

	Successfuls		Unsuco	cessfuls	Total	
Category	Number	Percent	Number	Percent	* Number	Percent
Females	117	72.67	44	27.33	161	100.00
Males	795	86.89	120	13.11	915	100.00

Table 19. Used DEP PQS to Train for Basic Training by Gender

Response	Fem Number	ales Percent	Ma Number	les Percent
Yes	37	24.67	204	24.49
Don't Know	24	16.00	169	20.29
No	89	59.33	460	55.22
Total Responses	150	100.00	833	100.00

Table 20. Completion Rates of DEP PQS by Gender

2	Fem	ales 👌 .	Mo	iles
Response	Number	Percent	Number	Percent
None	20	24.10	171	38.60
Some	29	34.94	123	27.77
Half	11	13.25	46	10.38
Most	10	12.05	59	13.32
All	13	15.66	44	9.93
Total Responses	83	100.00	443	100.00

Table 21 shows females responded more often than males that they were not told what to expect at basic training (by 5 percent). Otherwise, the majority of both the males and females responded that they were told what to expect at basic training while they were in the DEP.

Table 21. Told What To Expect by Gender

	Fen	ales	Males Males		
Response	Number	Percent	Number	Percent	
Disagree	57	37.25	268	32.13	
Neither Agree nor Disagree	14	9.15	128	15.35	
Agree	82	53.60	438	52.52	
Total Responses	153	100.00	834	100.00	

For Questions 24-31 (questions concerning training received on specific modules) there were small differences between the males and females, therefore, refer to Appendix D for more detailed information on each specific question.

4. Race

Breaking attrition down by race, Table 22 shows that Blacks have the highest attrition rates among racial groups (19 percent) followed by Whites (15 percent). Hispanics have the highest success rate (90 percent) followed by Asians (86 percent).

The study found small differences between races in Questions 23-31, therefore, refer to Appendix D for more detailed information about each specific question.

Table 22. Successful vs. Unsuccessful Completion of Basic Training by Race

Con the first tradition who are the same	Succe	ssfuls	Unsuce	cessfuls	went the Typica way Total Hall " Sandrick		
Category	Number	Percent	Number	Percent	Number	Percent	
Asian	38	86.36	6	13.64	44	100.00	
Black	156	80.83	37	19.17	193	100.00	
White	553	84.69	100	15.31	653	100.00	
Hispanic	112	90.32	12	9.68	124	100.00	
Other	52	85.25	9	14.75	61	100.00	

5. Age

Table 23 shows the breakdown of "Successfuls" vs. "Unsuccessfuls" by age. Recruits between 17-18 years old have only a slightly higher attrition rate (17 percent) than 19-year old or older (15 percent). The results show that the differences between age groups among Questions 24-31 is very small, therefore, refer to Appendix D for detailed information.

Table 23. Successful vs. Unsuccessful Completion of Basic Training by Age

Successfuls Unsuccessfuls Total						tal
Category	Number	Percent	Number	Percent	Number	Percent
17-18	236	83.39	47	16.61	283	100.00
19+	679	85.30	117	14.70	796	100.00

6. Education

Previous studies have shown that recruits with GEDs have higher attrition rates than those recruits holding a high school diploma or higher; Table 24 shows that this is reflected in this study. Recruits with GEDs have nearly double the attrition rates of high

school diploma graduates and post-high-school-educated recruits. Between the latter two groups, there is little difference in attrition rates.

Table 24. Successfuls vs. Unsucessfuls by Age

, 0								
notes of the state	Successfuls		Unsuco	Unsuccessfuls		All some water Total and set some were		
Category	Number	Percent	Number	Percent	Number	Percent		
GED	84	75.00	28	25.00	112	100.00		
HSDG	567	86.56	88	13.44	655	100.00		
Post-High School	255	86.15	41	13.85	296	100.00		

Figure 3 shows that the GED group indicated that they felt they were not given the training they received in the DEP as compared to High school graduates and post-high-school-educated recruits.

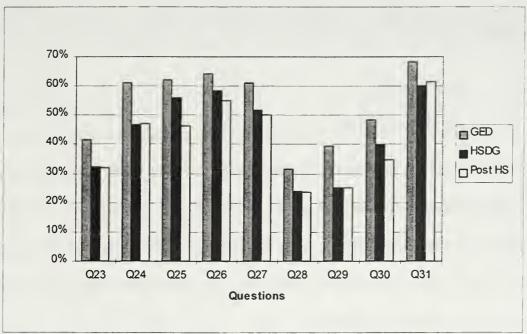


Figure 3. Responses to Questions 23-31 by Education (Disagree)

7. Time in DEP

Previous studies that have shown that longer time in the DEP is related to a lower probability of attrition. Table 25 shows what appears to be random differences in attrition over time, with the possible exception of recruits with DEP lengths less than two months, which experienced the highest attrition rates with nearly 21 percent. Figure 4 shows that respondents with shorter DEP lengths were more likely to say that they were not provided with sufficient DEP training than those with longer DEP lengths.

Table 25. Successful vs. Unsuccessful Completion of Basic Training by DEP Length

And the second	Successfuls		Unsucc	cessfuls	Total.		
Category	Number	Percent	Number	Percent	Number	Percent	
<2 Months	295	79.09	78	20.91	373	100.00	
2-4 Months	185	88.10	25	11.90	210	100.00	
5-7 Months	218	89.34	26	10.66	244	100.00	
8-10 Months	94	84.68	17	15.32	111	100.00	
>11 Months	52	86.67	8	13.33	60	100.00	

8. **DEP Meetings**

Along with DEP PQS, DEP meetings serve as a critical resource for recruiters to get valuable information and training to the DEPper. It is at the DEP meetings that a DEPper spends some of his/her time going over the training topics covered in the DEP PQS. Therefore, the more DEP meetings attended, the more information he/she may acquire to prepare for basic training. Table 26 shows that this is true until a recruit reaches more than eight DEP meetings. Recruits with 5-7 DEP meetings have shown higher success rates (95 percent) than those recruits with less than two meetings and greater than eight meetings (81 percent).

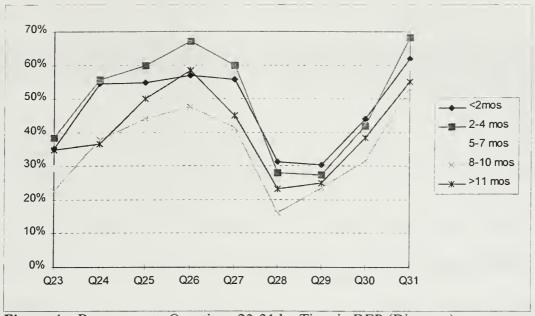


Figure 4. Responses to Questions 23-31 by Time in DEP (Disagree)

Table 26. Successful vs. Unsuccessful Completion of Basic Training by DEP Meetings Attended

	Successful		Unsucc	essfuls	Total Constitution	
Category	Number	Percent	Number	Percent	Number	Percent
<2 Meetings	389	81.38	89	18.62	478	100.00
2-4 Meetings	245	85.96	40	14.04	285	100.00
5-7 Meetings	142	95.30	7	4.70	149	100.00
>8 Meetings	67	80.72	16	19.28	83	100.00

Figure 5 shows the dramatic differences in disagreement on each training topic as DEP meetings increased. As with DEP length, Question #24 (Military Drill) and Question #25 (Military Rank & Recognition) show that these topics were more likely to be taught as the recruit attended more DEP meetings.

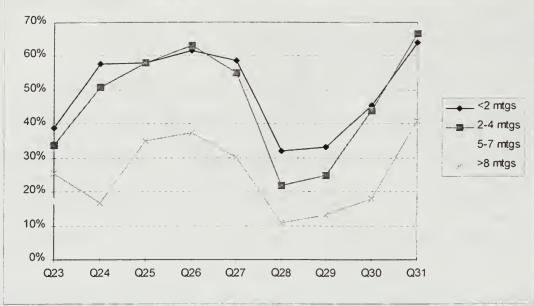


Figure 5. Responses to Questions 23-31 by DEP Meetings Attended (Disagree)

9. Recruiter Contact

Establishing contact between the recruiter and the DEPper is essential for success at RTC. Recruiters are required to contact their DEPpers four times a month with one contact in person (COMNAVCRUITCOM Instruction 1133.7A). Key information can be transferred during these established communications, especially during the in-person visit. The DEPper and recruiter may go over formal or informal training as well as making sure the DEPper is still motivated for basic training. Table 27 shows that attrition decreases as the number of recruiter contacts per month increases. Recruits who never contacted their recruiters, or vice versa, experienced the highest attrition rate (42 percent), which was 20 percentage points higher than those recruits who just had contact once a month (22 percent). Recruits who had four or more contacts had the highest success rate.

Table 27. Successful vs. Unsuccessful Completion of Basic Training by Recruiter Contact Per Month

* * * * * * * * * * * * * * * * * * *	Succe	essfuls Unsucc		essfuls	Total .	
Category	Number	Percent	Number	Percent	Number	Percent
Never	25	58.14	18	41.86	43	100.00
Once	80	78.43	22	21.57	102	100.00
Twice	143	85.63	24	14.37	167	100.00
Three Times	189	85.52	32	14.48	221	100.00
>Four Times	405	87.47	58	12.53	463	100.00

Figure 6 shows that those DEPpers who had little contact (once or never) with their recruiters were more likely to say that they had not had specific training modules as compared to those who routinely contacted their recruiter. Over 60 percent of those who had little contact disagreed with all but Question #28 (Navy Educational Opportunities).

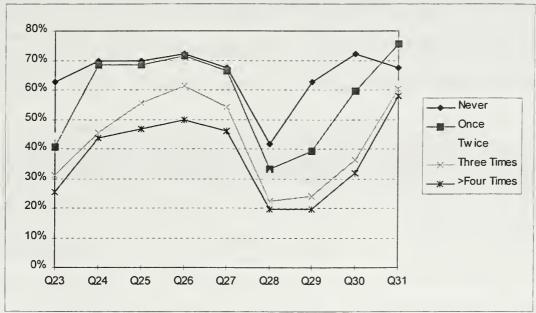


Figure 6. Responses to Questions 23-31 by Recruiter Contact Per Month (Disagree)

B. DEP'S EFFECTIVENESS IN PREPARING DEPPERS FOR BASIC TRAINING

After looking at what type of training was involved in the DEP and how much was actually being done, it is interesting now to look into how the DEPpers think the DEP prepared them for basic training. This is an important area to examine because it gives a feedback mechanism of DEPpers' perceptions. Question #17 asks specifically if the DEP effectively prepared the recruit for basic training; Question #22 asks how the DEP PQS prepared them; Question #32 asks if the DEPper felt that DEP could have prepared them better for basic training; and finally Question #33 asks all recruits (DEPpers and Direct Shippers) if they were prepared for basic training.

1. The DEP Effectively Prepared Recruits for Basic Training (Q17)

Table 28 shows that 38 percent of the total said that the DEP had not effectively prepared them for basic training, while 31 percent said that it had. Nearly one-third of the remaining respondents gave no opinion. Analyzing the data for graduates and attrites, Table 29 shows that nearly 60 percent of the "Unsuccessfuls" said that the DEP had not prepared them for basic training as compared to 35 percent of the "Successfuls."

Looking at the differences between gender, Table 30 shows that females had a disagreement rate of over 50 percent on this question while their male counterparts only had 36 percent in disagreement that the DEP helped prepare them. Table 31 shows small differences as a function of age on this question.

Table 28. The DEP Effectively Prepared Recruits for Basic Training by Total Responses.

Response	Number	Percent
Disagree	380	38.19
Neither Agree nor Disagree	304	30.55
Agree	311	31.26
Total Responses	995	100.00

Table 29. The DEP Effectively Prepared Recruits for Basic Training by Successful vs. Unsuccessful Completion of Basic Training.

	Succe	ssfuls	Unsuco	essfuls
Response	Number	Percent	Number	Percent
Disagree	289	34.36	91	59.09
Neither Agree nor Disagree	266	31.63	38	24.68
Agree	286	34.01	25	16.23
Total Responses	841	100.00	154	100.00

Table 30. The DEP Effectively Prepared Recruits for Basic Training by Gender.

	Fen	ales	Males		
Response	Number	Percent	Number	Percent	
Disagree	78	50.98	300	35.76	
Neither Agree nor Disagree	30	19.61	274	32.66	
Agree	45	29.41	265	31.58	
Total Responses	153	100.00	839	100.00	

Table 31. The DEP Effectively Prepared Recruits for Basic Training by Age.

Response	17-18 Number	Years Percent	19 + Number	Years Percent		
Disagree	103	38.87	277	37.95		
Neither Agree nor Disagree	75	28.30	229	31.37		
Agree	87	32.83	224	30.68		
Total Responses	265	100.00	730	100.00		

The study found that there were small differences among racial groups, and also among the education groups. Therefore, refer to Appendix D to view the results from the question in more detail.

Figure 7 shows that as DEP length increases, the percentage of respondents who felt the DEP helped prepare them for basic training also increases. Similarly, Figure 8 shows the same effects as a function of DEP meetings attended. Finally, Figure 9 shows the importance of recruiter contact on whether the recruits perceived that the DEP helped to prepare them or not.

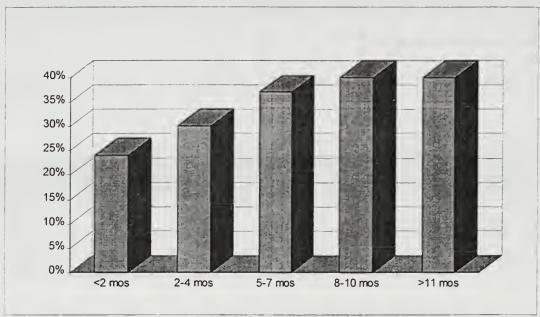


Figure 7. Responses to Question #17 by DEP Length (Agree)

2. DEP PQS Prepared Recruits for Basic Training (Q22)

Looking at the DEP's main training guide (DEP PQS), Question #22 addresses perceptions of how effective DEP for prepared recruits for basic training. Previously, it was shown that DEP PQS was not used by many of the DEPpers and those who did use it

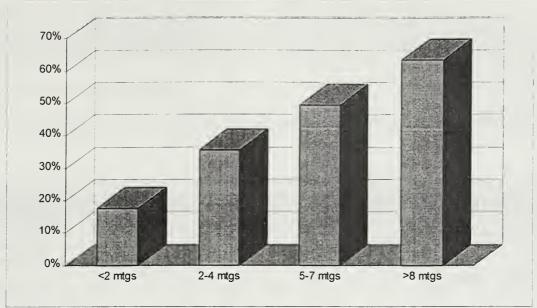


Figure 8. Responses to Question #17 by DEP Meetings Attended (Agree)

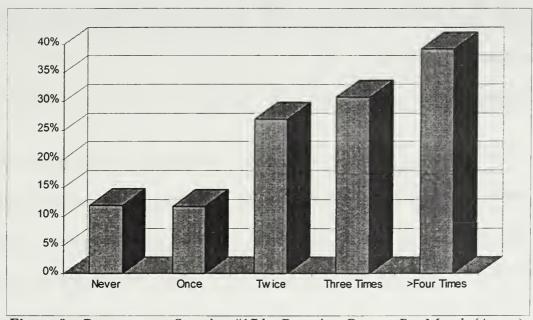


Figure 9. Responses to Question #17 by Recruiter Contact Per Month (Agree)

did very little toward completing it. Table 32 shows that the majority (44 percent) of those who used DEP PQS had no opinion on whether it helped them prepare for basic training. Nevertheless, Table 33 shows that over 41 percent of the "Unsuccessfuls" disagreed while only 22 percent agreed that the PQS helped.

Table 32. The DEP PQS Prepared Recruits for Basic Training by Total Responses.

Response	Number	Percent
Disagree	139	27.31
Neither Agree nor Disagree	224	44.01
Agree	146	28.68
Total Responses	509	100.00

Table 33. The DEP PQS Prepared Recruits for Basic Training by Successful vs. Unsuccessful Completion of Basic Training.

Bre & Daniel Constant	Successfuls		Unsuccessfuls		
Response	Number	Percent	Number	Percent	
Disagree	113	25.34	26	41.27	
Neither Agree nor Disagree	201	45.07	23	36.51	
Agree	132	29.59	14	22.22	
Total Responses	446	100.00	63	100.00	

Table 34 shows that females had different perceptions of DEP PQS than their male counterparts. Females disagreed that the DEP PQS helped prepare them more often than males by nearly 11 percent (36 percent versus 25 percent). There is also disagreement between the two age categories as Table 35 shows that 33 percent of 17- to 18-year-olds agree that DEP PQS helped prepare them, while 27 percent of the older recruits agreed.

Table 34. The DEP PQS Prepared Recruits for Basic Training by Gender.

	- Fen	nales 🤫 😁	Males - Males		
Response	Number	Percent	Number	Percent	
Disagree	27	36.00	110	25.46	
Neither Agree nor Disagree	22	29.33	202	46.76	
Agree	26	34.67	120	27.78	
Total Responses	75	100.00	432	100.00	

Table 35. The DEP PQS Prepared Recruits for Basic Training by Age.

Response	17-18 Number	Years Percent	19 + Number	Years Percent	
Kesponse Single State St	TAMINUEL	Telcent sa	TAUHUEL	T CICCIII	
Disagree	32	22.70	107	29.08	
Neither Agree nor Disagree	62	43.97	162	44.02	
Agree	47	33.33	99	26.90	
Total Responses	141	100.00	368	100.00	

A higher percentage of high school diploma graduates agreed that the DEP PQS helped prepare them for basic training than those with GEDs or post-high school education as shown in Table 36. DEP length and DEP meetings did not have any particular effect on whether DEP PQS was effective, therefore refer to Appendix D for more detailed information.

However, in Figure 10 recruiter contact has a significant impact on the effectiveness of DEP PQS in preparing recruits for basic training. More contacts with the recruiter are related to a higher percentage of respondents who said that DEP PQS helped to prepare them. This may imply that recruiters are doing some DEP PQS when they meet with their DEPpers for their monthly visual contact.

Table 36. The DEP PQS Prepared Recruits For Basic Training by Education

The world of the form of the first of the fi	G	ED A St. 4	HSDG		Post-HSDG	
Response	Number	Percent	Number	Percent	Number	Percent
Disagree	16	32.00	92	28.39	31	23.85
Neither Agree Nor Disagree	23	46.00	135	41.67	62	47.69
Agree	11	22.00	97	29.94	37	28.46
Total Responses	50	100.00	324	100.00	130	100.00

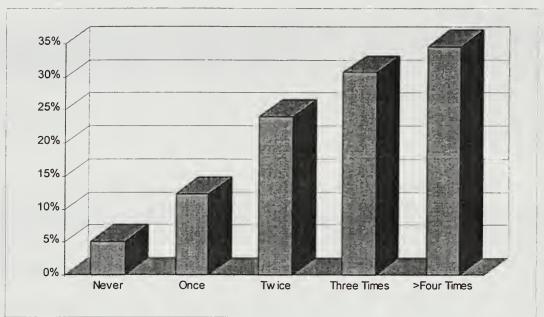


Figure 10. Responses to Question #22 by Recruiter Contact Per Month (Agree)

3. DEP Could Have Prepared Recruits Better For Basic Training (Q32)

Question #32 asks specifically if the DEPpers felt that more could have been done to prepare them for basic training while in the DEP. Looking into this question gives another measure of how much the DEP had an effect on preparing recruits. Table 37 shows that of the total responses, the majority of DEPpers (61 percent) agreed that the DEP could have prepared them better, while only 16 percent disagreed and felt that their time in the DEP prepared them adequately.

Table 37. DEP Could Have Prepared Recruits Better For Basic Training by Total Responses.

Response	Number	Percent 545
Disagree	156	15.79
Neither Agree nor Disagree	227	22.98
Agree	605	61.23
Total Responses	988	100.00

Table 38 shows that the majority of both "Successfuls" and "Unsuccessfuls" agree that the DEP could have prepared them better. Breaking down the question by gender, Table 39 shows that 71 percent of the females agreed that the DEP could have done better, while 60 percent of the males felt this way. This may show that females have had a harder time adjusting to the rigors of basic training and thought better preparation in the DEP may have made the adjustment to military life smoother, although, the percentage is quite high regardless of gender.

Table 40 shows the responses to Question #32 by age. Recruits between 17-18 years of age had a somewhat higher percentage (65 percent) indicate that DEP could have prepared them better, while recruits 19 years and older responded with 60 percent.

Table 38. DEP Could Have Prepared Recruits Better For Basic Training by Successful vs. Unsuccessful Completion of Basic Training.

Response	Succe Number	ssfuls Percent	Unsuccessfuls Number Percent		
Disagree	125	14.95	31	20.39	
Neither Agree nor Disagree	203	24.28	24	15.79	
Agree	508	60.77	97	63.82	
Total Responses	836	100.00	152	100.00	

Table 39. DEP Could Have Prepared Recruits Better For Basic Training by Gender.

	Fen	nales	Males Males		
Response	Number	Percent	Number	Percent	
Disagree	22	14.29	133	16.00	
Neither Agree nor Disagree	22	14.29	205	24.67	
Agree	110	71.42	493	59.33	
Total Responses	154	100.00	831	100.00	

Table 40. DEP Could Have Prepared Recruits Better For Basic Training by Age.

Response	17-18 Number	Years Percent	19 + Number	Years Percent
Disagree	43	16.29	113	15.61
Neither Agree nor Disagree	50	18.94	177	24.45
Agree	171	64.77	434	59.94
Total Responses	264	100.00	724	100.00

Looking at education levels, Table 41 shows that recruits holding a high school diploma had higher agreement rate than GEDs and post-high school education recruits that DEP could have prepared them better for basic training.

Table 41. DEP Could Have Prepared Recruits Better For Basic Training by Education

	GED		HSDG		Post-HSDG	
Response	Number	Percent	Number	Percent	Number	Percent
Disagree	16	16.84	90	14.76	46	17.10
Neither Agree Nor Disagree	25	26.32	138	22.62	61	22.68
Agree	54	56.84	382	62.62	162	60.22
Total Responses	95	100.00	610	100.00	269	100.00

When looking at DEP length, DEP meetings, and recruiter contact there are few differences among these categories, therefore, refer to Appendix D for more detailed information.

V. CONCLUSIONS & RECOMMENDATIONS

A. CONCLUSIONS

First, DEP training should be the focus of further research. This thesis explored the relationships between DEP training and basic training and first-term attrition. Studies over the past 15 years have considered the importance of DEP in lowering the probability of attrition, yet none of them looked any farther at what actually goes on in the DEP. The present research was meant to "open the door" for more extensive research on the policy implications of making the DEP a more effective means of training and preparing recruits for basic training.

The study presents overwhelming evidence that training is not being conducted in the DEP even though there are established requirements that mandate it. DEPpers are required to use DEP PQS, attend DEP meetings, and establish contact with their recruiters once a week; however, the study showed that these requirements were not being followed. Increased training in the DEP was associated with a decreased percentage of recruits of attriting from basic training. The "Successfuls" indicated they experienced more training in the DEP than the "Unsuccessfuls." The data suggest the importance of formal training in the DEP for recruits to succeed.

Along the same lines, realistic expectations of basic training appear necessary to smooth the transition from civilian to military life. It was surprising to notice over one-third of all the DEPpers say that they were not told what to expect at basic training. DEPpers, especially females and attrites, stated that they wanted more out of the DEP to

prepare them better for life at RTC. Giving a realistic preview may produce a significant effect on reducing the uncertainties and, at the same time, reduce basic training attrition.

Finally, DEP meetings and recruiter contact are considered extremely important for training recruits for basic training. The study showed that with more meetings and contacts with the recruiter, more knowledge was obtained for preparation of basic training. Currently, only these two methods are used for providing information to the DEPpers about life at boot camp. Attendance at DEP meetings and regularly established communications between the recruiter and recruits seem necessary for the program to remain viable.

B. RECOMMENDATIONS

The DEP could be improved to prepare recruits for basic training, but careful considerations need to be taken into account before a solution can be made to solve the DEP problems. First, the majority of these DEPpers are attending high school or recently graduated. These are very turbulent times for young men and women. Issues of relationships to deal with, school activities, work and career goals, parental influence, peer pressure, mentors, world economy, local economy, politics, crime, rediscovering oneself and so forth compete to make this period of life extremely complex and bewildering. This "fragile" group of young men and women needs to be understood. Not doing so will make little positive effect on trying to establish an effective DEP policy and may result in a program unable to allow and keep young men and women in Navy recruiting pipelines. Second, and closely related, the Navy is at the mercy of these recruits. If not given the attention they need, they will easily be "turned-off" and they

will find other areas that will "turn them on." So, what can be done to improve the training and preparation for these individuals while they are in the DEP?

The Navy cannot force recruits to be "ready" for basic training. Simply going through the motions to make sure a DEPper receives the information will not help if he/she did not want the information or felt it was not worth the time. Making a recruit finish a training program just for the sake of "checking a block" does the recruit and the Navy no good. It must be done for the right reason. The following areas need further research to determine their viability to the Navy.

1. Re-establish Training Program

One of the first things that could be done is to re-establish a rigorous training program in the DEP. As shown in Appendix C, the DEP PQS is not a "user friendly" document. It is plain black and white text with no interesting graphics or colors. Some may argue that the PQS is standard to the entire Navy's PQS system and why should it be any different from what the fleet is using? Along these same lines, others would argue that they (the DEPpers) are enlisted in the Navy and should be following the same format as the rest of the fleet. Those may all be reasonable arguments, however the Navy is dealing with individuals who have not yet transitioned from "civilian-to-military" life. A smoother transition would be preferred. Creating a document that reflects the latest trends and expectations of this group may provide a more profound effect than a simple black and white training manual.

An alternative to a DEP PQS manual would be the creation and use of Interactive Course Ware (ICW) or Internet Based Instruction (IBI) for use of training. Through these training delivery systems components of the DEP can be presented electronically with more effectiveness. DEPpers could go to the recruiting station and log-on to the computer to conduct their training or be able to do it from their own home, whichever is more convenient for the DEPper. The recruiter can then check the progress of the DEPper and make any needed adjustments in training to ensure that he/she fully understands the training exercise.

To motivate the recruit to complete his/her training while in the DEP, an incentive system could be established. One of the easiest incentives for the DEPper is advancement to E-2 or E-3. This option would not prove costly to the Navy. Currently, CNRC uses this same approach for DEPpers who have provided recruiters with referrals who enlist in the Navy. The reason behind this policy is that it is cheaper to have a DEPper provide names to the recruiter than having the recruiter go out and find prospects the traditional way. If the DEPper completes his/her training, the costs for promotion to a higher pay-grade may be less than losing the person to attrition. If not promotion, then some kind of reward system that would provide incentive for the recruit to finish the training should be considered.

2. Realistic Job Preview (RJP)

RJP can be considered as an another approach of preparing recruits for basic training. The theory behind RJP supports the idea of providing new recruits with more realistic expectations of basic training. As a result, the theory suggests that DEPpers will

experience the rigors of basic training before going to RTC. A recruit given a RJP should (1) make a better choice of whether to accept or reject a job offer; (2) feel a greater commitment to a job choice since it is based on complete information; and (3) be better able to cope with job stress because there are few surprises and disappointments once he/she enters the job (Wanous & Baker, 1987).

The Pennsylvania Army National Guard (PAANG) adopted RJP after years of witnessing high attrition rates from basic training. Each Guard member who was scheduled to report to basic training within the next month went through a four-day course that included drill, administrative procedures, truths about boot camp, and physical training; all activities representing what boot camp would be like. The PAANG noticed a dramatic decrease in attrition from basic training and experienced significantly lower attrition than the regular U.S. Army, the Army Reserve, and the rest of the National Guard (Schuler & Perkins 1988).

Closely related to RJP is having DEPpers participate with local Naval Reserve Centers. NRD New York assigns their DEPpers to participate alongside drilling reservist around the area (Ramos, 1998). Requiring recruits to spend time at a Reserve Center gives them an opportunity to observe actual naval activities showing a true and somewhat accurate picture of fleet experience. If the Reserve Center is located too far away, maybe an alternative would be to support the creation of an internet connection with the DEP and the Center in order to provide the same information.

Additional studies and analyses have been done in the military with RJP (Wanous & Baker, 1987; Baker, Julius & Wanous, 1989) and they have found some success.

Overall, RJP has not been seriously explored by the active services.

3. **DEP Meetings**

Since DEP meetings are designed as a time where all the DEPpers can get together with their recruiters and peers to learn valuable information about basic training and the Navy, they should be judged worthwhile for the DEPper to attend. This study showed that DEP meetings were deemed important for DEPpers to receive valuable information about basic training. However, meetings need to be productive for the limited time available. The average amount of DEP meetings attended by the sample was 3.27 meetings, hardly enough time to prepare recruits for their new life in the Navy. Meetings would be viewed more positively by DEPpers if they were paid for attending to help offset any other opportunity costs they may have lost to attend. The Navy is dealing with DEPpers who hold at least part-time jobs when they are waiting in the DEP. In the survey data sample, the average hours worked per week was over 33 hours, hence, giving up work time to attend DEP meetings is costly for the DEPper. If a choice needs to be made between work and DEP meetings, most likely, the DEPper will opt for working since he/she will be getting paid.

⁹ LCDR Brose at the Naval Postgraduate School is currently doing a thesis on RJP for basic training. The thesis should be completed at the time of this study's release.

4. Organizational Change

From the author's viewpoint, it seems that there is a problem of "ownership" of the DEPper. Once a recruit signs a contract telling the Navy that he/she is intending to join the Navy, who should be the "owner" of the individual waiting to attend basic training? Currently, CNRC, through the recruiter, maintains overall responsibilities for the DEPper until he/she enters the gates of RTC Great Lakes. The recruiter is responsible for ensuring that the DEPper is attending meetings, being motivated, counseled, and that he/she has no obstacles that would bar entry into the Navy. This same recruiter does this for each member of the DEP assigned to him/her. If done right, it is very time consuming. At the same time, the recruiter must recruit more individuals to sign contracts to join the Navy. If done correctly, this task is even more time consuming. Is there a conflict of interests between the tasks? Both activities of the recruiter are demanding. Which will take priority? The answer is most likely the recruiting side, leaving the DEPper on his/her own.

Should RTC establish a greater interest in the DEP? Currently, RTC does not own the DEPper until he/she arrives at Great Lakes. Would it be in the best interest for RTC to know exactly what type of recruit it is getting? RTC owns the corporate knowledge of what goes on inside its own gates. Therefore, should that corporate knowledge not be transferred to the DEPper via RTC? Whomever takes ownership, the issue needs to gain greater attention than it is currently getting.

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¹⁰ Recruiters are now credited for having their DEPpers make it through basic training, so there is some interest from the recruiter to ensure that the DEPper is prepared.

5. "Making an Investment"

Benefits can be seen in making the DEP more productive through training and motivation. Overall DEP attrition could be reduced by requiring DEPpers to actively participate in the DEP. If a recruit feels that he/she is given full attention, that individual may not be likely to be "lured away" from the numerous outside forces encountered during their time in the DEP. Therefore, if DEP attrition is reduced, CNRC could cut back on recruiting goals, saving money and freeing up more time for the recruiter for other critical roles. In addition, if basic training attrition drops because more recruits were better prepared, then RTC would spend less money and time processing these individuals back to their home of record.

Further expanding on this concept, the same type of training could be done for A-school and job specific rate training while the member is in the DEP through ICW, IBI, distance learning or other instructional media. Much potential exists in the DEP that could be used as a valuable training resource, all it takes is an investment at the start to make the recruit part of the Navy team.

This study did not conduct a cost-benefit analysis to determine if it is worthwhile to pursue a new training device or possible re-organization. Any new change costs money, but if the benefits outweigh the costs, then it should be pursued. Additionally, research should be aggressively pursued to survey the same individuals at different points of their naval careers to establish if pre-entry level training created any impact.

APPENDIX A

SURVEY QUESTIONNAIRE

1. What is your gender?

- A. Male
- B. Female

2. What is your race?

- A. Asian
- B. Black
- C. Caucasian
- D. Hispanic
- E. Other

3. What is your present age?

- A. 17-18 years
- B. 19-20 years
- C. 21-22 years
- D. 23-24 years
- E. 25 years or older

4. What is your present level of education?

- A. GED or equivalent
- B. High School Diploma Graduate
- C. Some college
- D. Bachelors Degree
- E. Masters Degree

5. How many miles was it from your home to your recruiting station?

- A. Less than 1 mile
- B. 1-5 miles
- C. 6-10 miles
- D. 11-15 miles
- E. More than 15 miles

6. How do you feel about this statement? "I was prepared for the physical demands of basic training at RTC."

- A. Strongly disagree
- B. Mildly disagree
- C. Neither agree nor disagree
- D. Mildly agree
- E. Strongly agree

7. How much physical training did you do prior to reporting for basic training?

- A. None
- B. Once a month
- C. Once a week
- D. 2-3 times a week
- E. More than 3 times a week

8. Did you know your 11 general orders prior to reporting to basic training?

- A. Yes
- B. No
- C. I knew some of them
- D. Don't know

9. Were you in the Delayed Entry Program (DEP)?

- A. Yes
- B. No (Go to question #33)

10. How long were you in the DEP before reporting to basic training?

- A. Less than 2 months
- B. 2-4 months
- C. 5-7 months
- D. 8-10 months
- E. More than 11 months

11. How many times did you attend DEP meetings?

- A. Less than 2 meetings
- B. 2-4 meetings
- C. 5-7 meetings
- D. 8-10 meetings
- E. More than 11 months

12. Did you ever miss any DEP meetings?

- A. Yes, I missed all the DEP meetings
- B. Yes, I missed some of the DEP meetings
- C. No, I never missed (Go to Question #14)

13. What were your reasons for missing DEP meetings?

- A. Lack of transportation
- B. Job interfered
- C. School activities interfered
- D. Wasn't interested
- E. Other

14. How do you feel about this statement? "I would have liked more DEP meetings and activities."

- A. Strongly disagree
- B. Mildly disagree
- C. Neither agree nor disagree
- D. Mildly agree
- E. Strongly agree

15. Did you have a job while you were in the DEP?

- A. Yes
- B. No (Go to Question #17)

16. How many hours a week did you work?

- A. Less than 10 hours
- B. 11-20 hours
- C. 21-30 hours
- D. 31-40 hours
- E. Over 40 hours

17. How do you feel about this statement? "The DEP effectively prepared me for basic training."

- A. Strongly disagree
- B. Mildly disagree
- C. Neither agree nor disagree
- D. Mildly agree
- E. Strongly agree

18. While in the DEP, approximately how many times did you talk with your recruiter in a month?

- A. Never
- B. Once a month
- C. Twice a month
- D. Three times a month
- E. More than four times a month

19. How do you feel about this statement?	"While in the DEP,	I felt like I was part
of the Navy team."		

- A. Strongly disagree
- B. Mildly disagree
- C. Neither agree nor disagree
- D. Mildly agree
- E. Strongly agree

20. While in DEP, did you train for basic training using the Personnel Qualification Standards (PQS)?

- A. Yes
- B. No (Go to #23)
- C. Don't Know

21. How much of your DEP PQS did you complete prior to reporting to basic training?

- A. None
- B. Some
- C. Half
- D. Most
- E. All

22. How do you feel about this statement? "The DEP PQS prepared me for basic training."

- A. Strongly disagree
- B. Mildly disagree
- C. Neither agree nor disagree
- D. Mildly agree
- E. Strongly agree

23. How do you feel about this statement? "While in the DEP, I was told about what to expect at basic training."

- A. Strongly disagree
- B. Mildly disagree
- C. Neither agree nor disagree
- D. Mildly agree
- E. Strongly agree

24. How do you feel about this statement? "While in the DEP, I was taught military drill (e.g., hand salute, attention, parade rest, facing movements)."

- A. Strongly disagree
- B. Mildly disagree
- C. Neither agree nor disagree
- D. Mildly agree
- E. Strongly agree

- 25. How do you feel about this statement? "While in the DEP, I was taught rank and military recognition (e.g., identify enlisted and officer ranks, warfare devices)."
 - A. Strongly disagree
 - B. Mildly disagree
 - C. Neither agree nor disagree
 - D. Mildly agree
 - E. Strongly agree
- 26. How do you feel about this statement? "While in the DEP, I was taught about naval uniforms (e.g., grooming standards, "gig" lines, shining shoes)."
 - A. Strongly disagree
 - B. Mildly disagree
 - C. Neither agree nor disagree
 - D. Mildly agree
 - E. Strongly agree
- 27. How do you feel about this statement? "While in the DEP, I was taught customs and courtesies (e.g., saluting, colors, chain-of-command)."
 - A. Strongly disagree
 - B. Mildly disagree
 - C. Neither agree nor disagree
 - D. Mildly agree
 - E. Strongly agree
- 28. How do you feel about this statement? "While in the DEP, I was taught the Navy's educational opportunities (e.g., GI Bill, Tuition Assistance, Navy Campus program)."
 - A. Strongly disagree
 - B. Mildly disagree
 - C. Neither agree nor disagree
 - D. Mildly agree
 - E. Strongly agree
- 29. How do you feel about this statement? "While in the DEP, I was taught the Navy's advancement system (e.g., E-1 to E-3, eligibility requirements, how to prepare)."
 - A. Strongly disagree
 - B. Mildly disagree
 - C. Neither agree nor disagree
 - D. Mildly agree
 - E. Strongly agree

- 30. How do you feel about this statement? "While in the DEP, I was taught safety."
 - A. Strongly disagree
 - B. Mildly disagree
 - C. Neither agree nor disagree
 - D. Mildly agree
 - E. Strongly agree
- 31. How do you feel about this statement? "While in the DEP, I was taught first aid."
 - A. Strongly disagree
 - B. Mildly disagree
 - C. Neither agree nor disagree
 - D. Mildly agree
 - E. Strongly agree
- 32. Do you think the DEP, in general, could have prepared you better for basic training (e.g., physically, mentally, professionally)?
 - A. Strongly disagree
 - B. Mildly disagree
 - C. Neither agree nor disagree
 - D. Mildly agree
 - E. Strongly agree
- 33. How do you feel about this statement? "Overall, I was prepared for basic training prior to reporting to Great Lakes."
 - A. Strongly disagree
 - B. Mildly disagree
 - C. Neither agree nor disagree
 - D. Mildly agree
 - E. Strongly agree

APPENDIX B

FY-97 BASIC TRAINING ATTRITION

Reason		Male	%	Female	%	Total	%Total/Acces	%Total/Attites
		1			10.0501	40701	100.000	
Student Flow (Accesions)		40312	86.15%	6479	13.85%	46791	100.000%	0.000%
Academic		2	100.00%	0	0.00%	2	0.004%	0.030%
Motivational Non-Academic		1595	81.75%	356	18.25%	1951	4.170%	29.570%
	Nea/Mil Attitude	7	87.50%	1	12.50%	8	0.017%	0.121%
	Non-Adapt Mil Life	79	90.80%	8	9.20%	87	0.186%	1.319%
	Med/Ortho	212	90.21%	23	9.79%	235	0.502%	3.562%
	Med/Podiatry	32	86.49%	5	13.51%	37	0.079%	0.561%
	Psychiatric	403	77.95%	114	22.05%	517	1.105%	7.836%
	Psychological P.D.	455	83.18%	92	16.82%	547	1.169%	8.290%
	Psychological S.R.	328	75.93%	104	24.07%	432	0.923%	6.547%
	Declared Deserter	11	84.62%	2	15.38%	13	0.028%	0.197%
	Misconduct	62	91.18%	6	8.82%	68	0.145%	1.031%
	PRT Failures	0	0.00%	0	0.00%	0	0.000%	0.000%
	Misc	6	85.71%	1	14.29%	7	0.015%	0.106%
Non-Motivational Non-Academic		4167	89.71%	478	10.29%	4645	9.927%	70.400%
	Hardship	7	70.00%	3	30.00%	10	0.021%	0.152%
	Medical	990	84.33%	184	15.67%	1174	2.509%	17.793%
	Civil Conviction	22	95.65%	1	4.35%	23	0.049%	0.349%
	Drug Subsequent Screen	462	92.96%	35	7.04%	497	1.062%	7.533%
	Motor Skills Coordination	0	0.00%	0	0.00%	0	0.000%	0.000%
	Obesity	0	0.00%	0	0.00%	0	0.000%	0.000%
	Fraudulant Enlistment	1810	94.37%	108	5.63%	1918	4.099%	29.069%
	Pregnancy	0	0.00%	25	100.00%	25	0.053%	0.379%
	Erroneous Enlistment	395	88.76%	50	11.24%	445	0.951%	6.744%
	N.A.F. Mental Eval Test	478	86.91%	72	13.09%	550	1.175%	8.336%
	Underage	1	100.00%	0	0.00%	1	0.002%	0.015%
Total Attrition		5764	87.36%	834	12.64%	6598	14.101%	100.000%

APPENDIX C

DEP PERSONNEL QUALIFICATION STANDARDS (PQS)

	NAME OF D	DEP	
QUALIFICATION START DA	TE QUA	ALIFICATION DU	E DATE
PQS STANDARD	RECOMMENDED SEQUENCE	POINT VALUE	QUALIFIER
1. DEP RESPONSIBILITY	1	05	
2. RECRUIT TRAINING	2	05	
3. MILITARY DRILL	3	05	
4. RANK & RECOGNITION	4	05	
5. NAVAL UNIFORMS	5	05	
6. CUSTOMS & COURTESIE	S 6	05	
7. NAVAL SHIPS AND AIRCRAFT	7	05	
8. EDUCATIONAL OPPORTUNITIES	8	05	
9. NAVY ADVANCEMENT SYSTEM	9	05	
10. SAFETY	10	05	
11. FIRST-AID	11	05	
12. PERSONAL HYGIENE	12	05	
13. FINAL QUALIFICATION	13	NO POINTS	
TOTAL POINTS FOR MODUL MAXIMUM QUALIFICATION MINIMUM POINT PER MONT	TIME: 6 MONTHS		

PQS STANDARD <u>DEP</u>	QUALIFIER SIGNATURE <u>AND DATE</u>
1. DEP RESPONSIBILITY	
a. Recite the eleven general orders of a sentry.	
b. Explain the program in which you enlisted.	
c. Explain proper conduct while in DEP.	
d. Conduct a training lecture/presentation at a DEP meeting.	
e. Explain the DEP referral program.	
TOTAL POINTS: 05 (REF: Recruit Training handbook Training Lecture, Navy Recruitir	
2. RECRUIT TRAINING	
 a. Explain what to bring to Recruit Training Command (RTC). 	
b. Explain reporting procedures at RTC.	
c. Explain what to expect at RTC.	
d. Explain the necessary attitude to adopt while at RTC.	
e. Explain what your parents would to do in case of an emergency while you are at RTC.	
f. Explain what you can expect upon graduation from RTC.	
TOTAL POINTS: 05 (REF: Recruit Training handbook Training Lecture, Navy Recruitin	

PQS STANDARD <u>DEP</u>

QUALIFIER SIGNATURE AND DATE

3.	MII	JTA	RY	DRILL	,
J .	TATE	/A & / 1		DICILLE	•

a. Demonstrate the ability to:	
(1) Hand salute.	
(2) Stand at attention.	
(3) Stand at parade rest.	
(4) Execute a left face.	
(5) Execute a right face.	
(6) Execute an about face.	
(7) Execute dress right dress at normal and close intervals.	
(8) Demonstrate how to uncover.	
OTAL POINTS: 05 (REF: Recruit Training handbook, DEP Training Lecture, Navy Recruiting)	
. RANK AND RECOGNITION	
a. Name and identify enlisted ranks from E-1 thru E-9.	
b. Name and identify officer ranks from O-1 thru O-10.	
c. Demonstrate the ability to recognize rank and rating insignias for both officer and enlisted.	
d. Name and identify different warfare devices.	
e. State the purposes of identification cards and recognize the information contained on an armed forces identification card/tag.	

QUALIFIER SIGNATURE AND DATE

TOTAL POINTS: 05 (REF: Basic Military Requirements (NAVEDTRA 10054), Chapter 5, DEP Training Lecture, Navy Recruiter)

5.	NAVAL UNIFORMS	
	TAVAL OIM OIMS	
	a. Name and describe the basic uniform.	
	b. Describe how your cover is properly worn.	
	c. Describe what you "gig" line is.	
	d. Describe how ribbons/medal are worn.	
	e. Describe grooming standards (male & female).	
	f. Describe techniques for uniform care.	
	g. Describe techniques for shinning shoes.	
ΓΟΤΑ	AL POINTS: 05 (REF: Basic Military Requirements (NAVEDTRA 10054), Chapter 5, DEP Training Lecture, Navy Recruiter)	
5.	CUSTOMS AND COURTESIES	
	a. Describe when, where and whom to salute.	
	b. Describe procedure for arriving and departing a quarterdeck.	
	c. Describe the procedures followed during morning and evening colors.	
	d. Identify the two main objective of the Department of the Navy.	

QUALIFIER SIGNATURE AND DATE

e.	Identify the duties of the commanding officer,
	executive officer, department head, division
	officer, and division chief petty officer.

TOTAL POINTS:

05 (REF: Basic Military Requirements (NAVEDTRA 10054), Chapter 3 & 4, DEP Training Lecture, Navy Recruiter)

7. NAVAL SHIPS AND AIRCRAFT

- a. Define the following various terms involving a ship's structure:
 - (1) Hull
 - (2) Waterline
 - (3) Freeboard
 - (4) Draft
 - (5) Forecastle
 - (6) Fantail
 - (7) Keel
 - (8) Deck
 - (9) Bulkhead
 - (10) Overhead
 - (11) Superstructure
 - (12) Compartmentation
 - (13) Compartment identification

h	Rasic	identit	fication o	fnaval	shins and t	heir purpose.
υ.	Dasic	IUCIIII.	iicanon o	i navai :	sirins and i	Hell Duibose.

c. Basic identification of naval aircraft and their purpose.

TOTAL POINTS:

05 (REF: Basic Military Requirements (NAVEDTRA 10054), Chapter 16, DEP Training Lecture, Navy Recruiter)

QUALIFIER SIGNATURE AND DATE

9.	NAVY ADVANCEMENT
	a. Explain the path of advancement for:
	 E-1 to E-3 (designated and non-designated strikers). E-4 to E-6. E-7 to E-9
	b. Explain the qualifications required for advancement.
	c. Explain the eligibility requirements for advancement.
	d. Explain the selection process for advancement.
	e. Explain how to prepare for advancement.
	f. Explain the enlisted performance evaluation system.
ГОТА	L POINTS: 05 (REF: Basic Military Requirements (NAVEDTRA 10054), Chapter 16, DEP Training Lecture, Navy Recruiter)
10.	SAFETY
	a. Explain individual responsibility for safety.
	b. Identify some general safety precautions and hazards.
	c. Determine proper actions to be taken in various hazardous operations and potentially dangerous situations.
	d. Explain signs, labels and symbols used to identify hazardous materials.
	e. Identify the procedures for reporting safety violations.

PQS STANDARD <u>DEP</u>

QUALIFIER SIGNATURE AND DATE

	f. Identify the procedures for using and maintaining personal protective equipment.	
	g. Explain the purpose, use and procedure of the Navy tag-out system.	
TOTA	L POINTS: 05 (REF: Basic Military Requirements (NAVEDTRA 10054), Chapter 19, DEP Training Lecture, Navy Recruiter)	
11.	FIRST AID	
	a. Identify the recommended procedures and practices for moving and transporting victims in emergency situations, including conditions in which they may or may not be moved.	
	b. Explain the basic principles, methods, and techniques of administering first aid.	
	c. Identify the purpose of and recognize the procedure associated with artificial ventilation.	
	d. Identify the principle of cardiopulmonary resuscitation (CPR) and the procedures for its administration.	
	e. Identify the symptoms of airway blockage and the procedures used to relieve such a blockage.	
	f. Identify the correct methods of controlling bleeding.	
	g. Identify the symptoms of shock and the correct procedures used for treating shock.	
	h. Identify the factors used to determine the state of burn injuries and the methods used to administer first aid to victims of various types of burns.	

QUALIFIER SIGNATURE AND DATE

i.	Identify the cause and treatment of certain heat
	exposure injuries.

j. Identify certain types of fractures and the symptoms associated with the fractures.

TOTAL POINTS:

05 (REF: Basic Military Requirements (NAVEDTRA 10054), Chapter 20, DEP Training Lecture, Navy Recruiter)

12. PERSONAL HYGIENE

a. Identify the purposes for the practices in developing good personal hygiene.

TOTAL POINTS:

05 (REF: Basic Military Requirements (NAVEDTRA 10054), Chapter 20, DEP Training Lecture, Navy Recruiter)

QUALIFIER SIGNATURE AND DATE

13. FINAL QUALIFICATION	1
a. Successfully complete I	DEP PQS module.
	Date
A. Recommended for DEP PC	QS Qualification board.
I.	, certify that
(DEP C.O.'s Rate/Name)	, certify that(DEP's Rate/Name)
is fully prepared for final qualificat	tion by a DEP PQS board.
	Qualifier's Signature Date
B. Qualification Board.	
Ι,	, certify that (DEP's Rate/Name)
Recruiter's Rate/Name)	(DEP's Rate/Name)
is qualified under the provisions of Training.	the DEP PQS program and is fully prepared for Recruit
	Qualifier's Signature

APPENDIX D

SURVEY DATA

What type of training is conducted in the DEP (Q8,Q20-Q21,Q23-Q31)?

A. Success vs Unsuccess (Q8)

#26 Use DEP PQS Missing Don't Know						
Missing	Successfuls	Unsuccessfuls	Grand Total	Successfula	Unsuccessfuls	Grand T
Don't Know	78		93	8.52%	9 15%	86
	178		194	19.23%	10 98%	17.5
No	447	103	550	48 85%	62.80%	50 9
Yes	214	28	242	23 39%	17 07%	22.4
Grand Total	915	164	1079	100 00%	100 00%	100.0
Courte Total	1 3.5		10.0			
#21 Completed DEP PQ5	Successfuls	Unauccessfuls	Grand Total	Successfuls	Unsuccessfuls	Grand T
None	164	28	192	17 92%	17 07%	17.7
Some	131	22	153	14 32%	13 41%	14.1
Half	53	4	57	5.79%	2.44%	52
Most	57	12	69	8.23%	7 32%	83
All	50	7	57	5 46%	4.27%	5.2
Missing	460	91	551	50 27%	55 49%	51.0
Grand Total	915	164	1079	100 00%	100.00%	100 0
#23 Told what to expect	Successfuls	Unsuccessfuls	Grand Total	Successfuls	Unsuccessfuls	Grand T
Strongly Disagree	111	50	181	12.13%	30 49%	149
Mildly Disagree	143	23	166	15.83%	14 02%	153
Neither Agree nor Disagree	114	28	142	12.46%	17 07%	13.1
Mildly Agree	285	27	312	31 15%	16 46%	28 9
Strongly Agree	187	22	209	20 44%	13 41%	193
Messing	75	14	89	8 20%	8 54%	8.2
Grand Total	915	164	1079	100 00%	100 00%	100 0
#24 Taught military drill	Successfuls	Unsuccessfuls	Grand Total	Successfuls	Unsuccessiuls	Grand To
Strongly Disagree	281	77	358	30.71%	46 95%	33 1
Mildly Disagree	115	10	125	12.57%	6 10%	11.5
Neither Agree nor Disagree	136	21	157	14 86%	12.80%	14.5
Mildly Agree	159	22	181	17.38%	13 41%	18.7
Strongly Agree	151	21	172	18 50%	12.80%	15.9
Missing	73	13	86	7.98%	7.93%	79
Grand Total	915	164	1079	100 00%	100 00%	100 0
#25 Taught military rank	Successfuls	Unsuccessfuls	Grand Total	Successfuls	Unsuccessfuls	Grand To
Strongly Disagree	304	83	387	33.22%	50.81%	35 8
Midly Disagree	131	17	148	14 32%	10 37%	13 7
Neither Agree nor Disagree	169	24	193	18 47%	14 63%	17.8
Mildly Agree	155	18	171	18.94%	9.76%	158
Strongly Agree	83	12	95	9 07%	7 32%	8.8
Masing	73	12	85	7 98%	7.32%	7.8
Grand Total	915	164	1079	100 00%	100 00%	100.0
#26 Taught naval uniforms	5uccessfuls	Unsuccessfuls	Grand Total	Successfuls	Unauccesatula	Grand To
Strongly Disagree	332	89	421	36.28%	54.27%	39 0
Mildly Disagree	136	17	153	14 86%	10.37%	14.18
Neither Agree nor Disagree	180	19	199	19.87%	11.59%	18 4
Mildly Agree	133	. 14	147	14.54%	8.54%	13.62
Strongly Agree	81	13	74	8 67%	7.93%	8 86
Missing	73	12	85	7 98%	7 32%	7 84
Grand Total	915	164	1079	100 00%	100.00%	100 00
						100 0
						100 0
#27 Taught customs & courtesies	Successfuls	Unsuccessfuls	Grand Total	Successfuls	Unsuccessfuls 46 pcox	Grand To
W27 Taught customs & courtesies Strongly Disagree	285	77	362	31.15%	46.95%	Grand To
Strongly Disagree Mildly Disagree	285 138	77 18	362 156	31.15% 15.08%	46.95% 10.96%	Grand To 33.56
Strongly Disagree Mildly Disagree Neither Agree nor Disagree	285 138 179	77 18 28	362 156 207	31.15% 15.08% 19.56%	46.95% 10.96% 17.07%	Grand To 33.50 14.46 19.18
Strongly Disagree Mildly Disagree Neither Agree nor Disagree Mildly Agree	265 138 179 156	77 18 28 16	362 156 207 173	31.15% 15.08% 19.56% 18.94%	46.95% 10.98% 17.07% 10.98%	Grand To 33.50 14.40 19.11 18.00
Strongly Disagree Mildly Disagree Neither Agree nor Disagree Mildly Agree Strongly Agree	285 138 179 156 83	77 18 28 16 11	362 156 207 173 94	31.15% 15.08% 19.56% 18.94% 9.07%	46.95% 10.96% 17.07% 10.96% 8.71%	Grand To 33.55 14.44 19.11 18.00 8.7
Stongly Deagree Maldry Disagree Neither Agree nor Disagree Maldry Agree Strongly Agree Misaing	285 138 179 156 83 75	77 18 28 18 11 11	362 156 207 173 94 87	31.15% 15.08% 19.56% 18.94% 9.07% 8.20%	46.96% 10.96% 17.07% 10.96% 8 71% 7.32%	Grand To 33.5: 14.44 19.11 18.00 8.7: 8.00
Strongly Disagree Mildly Disagree	285 138 179 156 83	77 18 28 16 11	362 156 207 173 94	31.15% 15.08% 19.56% 18.94% 9.07%	46.95% 10.96% 17.07% 10.96% 8.71%	Grand To 33.50 14.46 19.18 18.00 8.71 8.00
Strongly Deagree (leidy Disagree (leidy Agree nor Disagree (leidy Agree Strongly Agree (fasang	285 138 179 156 83 75 915	77 18 28 16 11 12 164	362 156 207 173 94 87 1079	31.15% 15.08% 19.56% 18.94% 9.07% 8.20%	46.95% 10.96% 17.07% 10.96% 8.71% 7.32% 100.00%	Grand To 33.55 14.46 19.18 18.03 8.71 8.00
Strongly Deagree Aldry Disagree Nether Agree nor Disagree Ridey Agree Strongly Agree Risang Srand Total	285 138 179 156 83 75 915	77 18 28 18 11 12 164	362 156 207 173 94 87 1079	31.15% 15.08% 19.56% 18.94% 9.07% 8.20% 100.00%	46.95% 10.96% 17.07% 10.96% 8 71% 7.32% 100.00%	Grand To 33.55 14.44 19.11 18.05 8.77 8.00 1000 00
Strongly Deagree Addly Disagree Addly Disagree Addly Agree Strongly Agree Addly Agree Addl	285 138 179 156 83 75 915	77 18 28 16 11 12 164 Unsuccessakus	362 156 207 173 94 87 1079 Grand Total	31.15% 15.08% 19.56% 18.94% 9.07% 8.20% 100.00% Successfuls 11.69%	46.95% 10.96% 17.07% 10.96% 8 71% 7.32% 100.00%	Grand To 33.5: 14.44 19.11 18.00 8.7: 8.00 100.00
Strongly Deagree Addy Disagree Vedfork Agree nor Disagree Alder Agree Strongly Agree Alder Agree	285 138 179 156 83 75 915 Successfuls	77 18 28 16 11 12 164 Unsuccesshus 30 19	362 156 207 173 94 87 1079 Grand Total 137 107	31.15% 15.08% 19.56% 18.94% 9.07% 8.20% 100.00% Successfuls 11.69% 9.62%	46,95% 10,95% 17,07% 10,96% 8 71% 7,32% 100,00% Unsuccessfuls 18,29% 11,59%	Grand To 33 55 14 46 19 18 18 00 100 00 Grand To 12.70
Strongly Deagree Addly Disagree Nether Agree nor Disagree Middly Agree Strongly Agree Midsang Srand Total 728 Taught education opportunities Strongly Disagree Middly Disagree Hether Agree nor Disagree	285 138 179 156 83 75 915 Successfuls	77 18 28 18 11 12 164 Unsuccessibis 30 19	362 156 207 173 94 87 1079 Grand Total 137 107	31.15% 15.08% 19.56% 18.94% 9.07% 8.20% 100.00% Successfuls 11.65% 9.62% 12.57%	46,95% 10,96% 17,07% 10,96% 8 71% 7,32% 100,00% Unsuccessfuls 18,29% 11,59%	Grand To 33 55 14 44 19 11 18 02 8 7' 8 00 100 00 Grand To 12 70 9 95 12 45
Strongly Deagree (delty Disagree (delty Agree nor Disagree (disary Agree (disary Grand Total T28 Taught education opportunities (Rivy Disagree (delty Disagree (delty Agree nor Disagree (disky Agree ne	285 138 179 156 83 75 915 Successfus 107 88 115 270	77, 18 28 28 18 11 12 164 1 Unsuccessibility 19 19 19 19 19 34	362 156 207 173 94 87 1079 Grand Total 137 107 134 304	31.15% 15.08% 19.56% 18.94% 9.07% 8.20% 100.00% 5uccessfuls 11.69% 9.62% 12.57% 29.51%	46.95% 10.96% 17.07% 10.96% 8 71% 7.32% 100.00% Unsuccessfuls 18.29% 11.59% 20.73%	Grand To 33.55 14.44 19.11 18.00 8.77 8.00 100.00 Grand To 12.77 9.95 12.42 28.17
Strongly Deagree Addly Disagree Addly Disagree Addly Agree Strongly Agree Addly Agree Addly Agree Addly Agree Addly Disagree Addly Dasgree Addly Dasgree Addly Dasgree Addly Dasgree Addly Agree Torongly Disagree Addly Agree	285 138 179 156 83 75 915 Successfuls 107 88 115 270 261	77 18 28 28 16 11 12 154 154 154 154 154 154 154 154 154 154	362 156 207 173 94 87 1079 Grand Total 137 107 134 304	31.15% 15.08% 19.56% 18.94% 9.07% 8.20% 100.00% Successfuls 11.69% 9.62% 12.57% 29.51% 28.52%	46.95% 10.96% 8 71% 7.32% 100.00% Unsuccessfuls 18.29% 11.59% 20.73% 30.49%	Grand To 33.55 14.44 19.18 18.00 8.71 8.00 100.00 Grand To 12.70 9.90 12.40 28.11 28.62
Strongly Deagree (Addy Disagree (Addy Agree nor Disagree (Addy Agree (Assang Trand Total T28 Taught education opportunities Strongly Disagree (Addy Disagree (Addy Disagree (Addy Disagree (Addy Agree (Addy Agree (Addy Agree (Addy Agree (Assang (Agree (Agree	285 138 179 156 83 75 915 Successfuls 107 88 115 270 261 74	77 18 28 16 11 12 164 Unsuccessalvis 30 19 19 34 50 12	362 156 207 173 94 87 1079 Grand Total 137 107 134 304 311	31.15% 15.06% 19.56% 18.94% 9.07% 8.20% 100.00% 11.65% 11.65% 29.57% 29.51% 28.52% 8.09%	46.95% 10.96% 17.07% 10.96% 8 71% 7.32% 100.00% Unsuccessfuls 18.29% 11.59% 20.73% 30.46% 7.32%	Grand To 33 55 14 44 19 11 18.00 8.7 8.00 100 00 Grand To 12.70 9.95 12.40 28.11 28.60 7.99
Strongly Deagree (Addy Disagree (Addy Agree nor Disagree (Addy Agree (Assang Trand Total T28 Taught education opportunities Strongly Disagree (Addy Disagree (Addy Disagree (Addy Disagree (Addy Agree (Addy Agree (Addy Agree (Addy Agree (Assang (Agree (Agree	285 138 179 156 83 75 915 Successfuls 107 88 115 270 261	77 18 28 28 16 11 12 154 154 154 154 154 154 154 154 154 154	362 156 207 173 94 87 1079 Grand Total 137 107 134 304	31.15% 15.08% 19.56% 18.94% 9.07% 8.20% 100.00% Successfuls 11.69% 9.62% 12.57% 29.51% 28.52%	46.95% 10.96% 8 71% 7.32% 100.00% Unsuccessfuls 18.29% 11.59% 20.73% 30.49%	Grand To 33 55 14 44 19 11 18.00 8.7 8.00 100 00 Grand To 12.70 9.95 12.40 28.11 28.60 7.99
Strongly Deagree Addly Disagree Heither Agree nor Disagree Heither Agree nor Disagree Heither Agree Strongly Agree Heither Heither Agree Heith	285 138 179 156 83 75 915 50ccessfuls 107 88 115 270 261 74	777 18 28 28 18 11 12 164 Unsuccessite 30 19 19 34 50 122 164	362 156 207 173 94 87 1079 Grand Total 137 107 134 304 311 86	31.15% 15.08% 19.55% 18.94% 8.90% 8.20% 100.00% Successfuls 11.69% 9.62% 12.57% 29.51% 28.52% 8.09%	46,95%, 10,96%, 17,07%, 10,96%, 871%, 7,32%, 100,00%, 10,25%, 11,55%, 11,55%, 20,73%, 20,73%, 30,49%, 7,32%, 100,00%, 10	Grand To 33 5: 14 44 1911 18 00 8 7: 8 00 100 00 100 00 12.77 9 9: 2 42 28.17 28 6: 7 9: 9 100 00 00 100 00 00 100 00 00 100 00 00
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Strongly Deagree Addly Disagree Addly Disagree Addly Agree Addly Agree Strongly Agree Addly Agree Addly Agree Addly Disagree Addly Disagree Addly Disagree Addly Disagree Addly Agree Addly Disagree Addly Disagree Addly Disagree Addly Disagree Addly Agree Torongly Agree Assarig Torongly Agree Assarig Torond Total	285 138 179 179 156 83 75 915 Successfule 107 88 115 270 281 74 915	777 18 28 28 16 11 12 164 Unsuccesshis 30 19 19 34 50 12 164 Unsuccesshis 34	362 156 207, 173 94 87 1079 Grand Total 137 107 134 304 311 86 1079	31 15% 15 08% 19 95% 19 94% 9 07% 8 20% 100 00% Successfuls 11 69% 9 62% 12 57% 28 51% 28 52% 100 00%	46.95%, 10.96%, 17.07%, 10.96%, 871%, 7.32%, 100.00%, 18.25%, 11.55%, 11.55%, 20.73%,	Grand To 1277 99 12 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
Strongly Deagree Addy Disagree Addy Agree Addy Agree Strongly Agree Addy Agree	285 138 138 139 156 83 75 915 Successfuls 107 86 115 270 261 74 915 SuccessAus 122 82	777 18 28 18 18 19 11 11 12 164 Unsuccesable 19 34 50 12 164 Unsuccesable 4 4 4	362 156 207 173 94 87 1079 Grand Total 137 107 134 304 311 86 1079 Grand Total	31 15%, 150%, 1956%, 19	46.95% 10.98% 17.07% 10.98% 871% 7.32% 100.00% 11.59% 20.73% 30.49% 7.32% 10.00% 11.59% 20.73% 30.49% 7.32% 100.00% 10.00	Grand To 33.55 14.44 19:11 18.00 8.77 8.00 100.00 Grand To 12.77 9.95 12.48 62 7.99 100.00 Grand To 14.46
Strongly Deagree Addy Disagree Addy Agree Addy Agree Strongly Agree Addy Agree	285 138 179 156 63 75 915 Successful: 107 80 115 201 261 316 Successful: 122 88 130	777 18 28 28 16 11 12 164 Unsuccesshis 30 19 19 34 50 12 164 Unsuccesshis 34	362 1566 207 173 94 67 1079 Grand Total 137 107 134 304 311 86 1079 Grand Total	31 15% 15 08% 19 56% 19 94% 9 07% 8 20% 100 00% Successful 11 69% 9 62% 12 57% 28 52% 8 09% 100 00%	46.56% 46.56% 10.06% 10.06% 17.07% 10.96% 8 71% 7.32% 100.00% 10.	Grand To 33 55 14 44 45 14 66
Strongly Deagree Addly Disagree Well-Refree nor Disagree Well-Refree nor Disagree Well-Refree Well-Ref	295 138 179 156 86 75 915 Successfuls 1155 270 74 915 Successfuls 122 89 130 2655	777 18 28 18 18 19 11 11 12 164 Unsuccesshis 30 19 34 50 12 164 Unsuccesshis 34 50 36 36	362 1566 207 1733 94 94 1079 1079 Grand Total 137 107 134 304 311 166 1079	31 15%, 15.08%, 19.56%, 19.56%, 19.56%, 19.56%, 19.07%, 8.20%, 100.00%, 5.00%, 11.69%, 9.62%, 12.57%, 29.51%, 29.55%, 100.00%, 100.00%, 13.33%, 9.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%, 14.21%, 29.55%, 19.73%,	46.95% 10.96% 17.07% 10.99% 8 71%, 7.32%, 100.00% Unsuccessfuls 11.55%, 20.73%, 11.55%, 20.73%, 100.00% Unsuccessfuls 10.732%, 100.00%	Grand To 33 55 14 46 19 18 18 00 8 77 8 00 100 00 Grand To 12 77 9 95 12 42 28 17 28 62 7 9 97 100 00
Strongly Deagree Addy Disagree Addy Disagree Addy Agree Strongly Agree Addy Agree Addy Agree Addy Disagree Addy Agree Agree Addy Agree Agree Agree Agree Agree Addy Agree Agree Agree Agree Addy Agree Agree Agree Addy Agree	285 138 179 156 83 75 915 Successive 107 88 115 270 281 115 5uccessive 122 89 130 265 222	77 18 28 28 16 11 12 164 Unsuccessable 30 19 19 34 50 12 164 Unsuccessable 40 40	362 1566 207 1733 94 87 1079 137 107 134 304 311 86 1079 Grand Total 156 103 158 301 127 27 27 27	31 15%, 15 08%, 19 56%, 19 56%, 19 56%, 19 56%, 19 56%, 19 56%, 10 00 00%, 10 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00	46.95% 10.96% 17.07% 10.96% 8 71% 7.32% 100.00% 11.55% 20.73% 30.45% 7.32% 100.00% 11.55% 20.73% 6.54% 17.07% 21.95% 24.35% 24.35% 24.35%	Grand To: 33 5: 14 44 19 11 18 00 100 00 100 00 Grand To: 28 6: 7 9: 100 00 Grand To: 4 4 46 27 90 55: 14 66 27 90 55: 14 66 27 90 55: 15 14 66 27 90 55: 15 14 66 27 90 55: 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18
Strongly Deagree Making Disagree Neither Agree nor Disagree Making Agree Strongly Agree Missing Srand Total T23 Taught education opportunities Strongly Disagree Missing Disagr	285 138 179 156 86 75 915 Successfula 115 270 281 74 915 Successfula 122 89 130 265 232 77 77	77 18 28 18 18 19 11 11 12 164 Unsuccesshis 30 19 34 50 12 164 Unsuccesshis 34 50 40 17 18 18 18 18 18 18 18 18 18 18 18 18 18	362 1566 207 1733 94 94 1079 1079 Grand Total 137 137 86 1079 Grand Total 156 103 158 301 172 272 88	31 15%, 15.08%, 19.56%, 19.56%, 19.56%, 19.56%, 19.07%, 8.00%, 100.00%, 11.69%, 9.62%, 12.57%, 29.51%, 29.55%, 100.00%,	46,95%, 10,98%, 17,07%, 10,98%, 8,71%, 7,32%, 100,00%. Unsuccessfuls 18,25%, 11,55%, 20,73%, 7,32%, 100,00%. Unsuccessfuls 20,73%, 7,32%, 100,00%,	Grand Td 33.5 14.4 19.1 18.0 87 80 100.0 Grand Td 27/ 9.9 12.4 28.1 28.1 28.1 46.6 27.9 55.2 28.2 8.2 8.2 8.2 8.2 8.2 8.2 8.2
Strongly Deagree Addly Disagree Welther Agree nor Disagree Welther Agree nor Disagree Welther Agree Strongly Agree Westing Wes	285 138 179 156 83 75 915 Successive 107 88 115 270 281 115 5uccessive 122 89 130 265 222	77 18 28 28 16 11 12 164 Unsuccessable 30 19 19 34 50 12 164 Unsuccessable 40 40	362 1566 207 1733 94 87 1079 137 107 134 304 311 86 1079 Grand Total 156 103 158 301 127 27 27 27	31 15%, 15 08%, 19 56%, 19 56%, 19 56%, 19 56%, 19 56%, 19 56%, 10 00 00%, 10 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00 00%, 10 00	46.95% 10.96% 17.07% 10.96% 8 71% 7.32% 100.00% 11.55% 20.73% 30.45% 7.32% 100.00% 11.55% 20.73% 6.54% 17.07% 21.95% 24.35% 24.35% 24.35%	Grand To 33 54 14 44 19 11 18 00 10 00 00 10 00 00 10 00 00 10 00 00
Strongly Deagree Addy Disagree Addy Disagree Addy Agree Agree nor Disagree Addy Agree Bithongly Agree Addy Agree Bithongly Agree Addy Disagree Addy Disagree Addy Disagree Addy Disagree Addy Disagree Addy Agree Bithongly Agree Addy Disagree Addy Disagree Addy Disagree Addy Disagree Addy Disagree Addy Disagree Addy Agree Bithongly Agree Addy Agree Bithongly Agree Addy Agree Bithongly Agree Addy Agree Bithongly Agree Bithongly Agree Addy Agree Bithongly Agree Addy Agree Bithongly Agree Addy Agree Bithongly Agree	285 138 179 156 83 75 915 Successive 107 80 115 270 270 14 915 Successive 112 89 130 265 222 77 915	777 18 28 18 18 19 11 12 164 Unsuccesshis 9 19 34 50 12 164 Unsuccesshis 14 28 36 40 12 164	362 156 207 173 94 87 1079 137 137 137 304 311 86 1079 Grand Total 156 103 158 301 172 89 1079	31 15% 15 08% 19 56% 19 56% 19 56% 19 56% 19 56% 19 56% 19 56% 19 56% 100 00%	46.56% 10.96% 17.07% 10.96% 8 71% 7.07% 10.96% 8 71% 7.32% 100.00% 18.29% 11.59% 11.59% 30.49% 7.32% 100.00% 10.50	Grand To 33 5: 14 44 19 11 100 00 100 00 100 00 100 00 100 00 100 00
Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Niksang Grand Total TZB Taught education opportunities Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Neither Agree Strongly Disagree Neither Agree nor Disagree Neither Agree Neither	285 138 179 156 68 179 156 68 179 156 175 17	777 18 28 18 18 19 11 12 164 Unsuccesshis 50 19 34 50 12 164 Unsuccesshis 40 12 164 Unsuccesshis 40 12 164	Sez 156 207 173 3 94 67 1079 1079 1079 1079 1079 1079 1079 107	31 15% 15.08% 19.56% 19.56% 19.56% 18.64% 9.07% 8.20% 100.00% 11.69% 9.62% 12.57% 29.51% 29.51% 29.51% 100.00% 100.00% 12.50% 100.00%	46,95%, 10,98%, 17,07%, 10,98%, 8,71%, 7,32%, 100,00%. Unsuccessfuls 18,25%, 11,55%, 20,73%, 7,32%, 100,00%, 10	Grand To 33.5: 14.44 19.18 18.00 6.77 8.00 100.00 Grand To 12.77 28.62 7.79 100.00 Grand To 14.45 16.00 17.79 18.50 18
Strongly Deagree Addy Disagree Addy Disagree Addy Agree Agree nor Disagree Addy Agree Strongly Agree Addy Disagree Disagree Addy Disagree Addy Disagree Addy Disagree Addy Disagree Disagree Disagree Disagree Disagree Addy Disagree Disagree	285 138 138 138 138 138 138 138 138 139 156 156 157	77 18 28 28 18 11 12 164 Unsuccesshis 30 19 19 34 50 12 164 Unsuccesshis 40 12 164 Unsuccesshis 65	\$62 156 207 173 94 87 1079 137 137 137 134 304 311 86 1079 Grand Total 156 301 1272 88 1079	31 15% 15 08% 19 56% 19	46.55% 10.96% 17.07% 10.96% 8 71% 7.07% 10.96% 8 71% 7.32% 100.00% 11.59% 11.59% 11.59% 11.59% 20.73% 30.49% 7.32% 100.00% 10.00	Grand To 3555 Grand To 100 00 Crand To 14 46 Grand To 14 46 Grand To 14 46 Grand To 14 66 Grand To 15 Grand To 16 Grand To 16 Grand To 17
Strongly Deagree Addy Disagree Addy Agree nor Disagree Addy Agree Strongly Agree Addy Agree Trongly Disagree Addy Agree Trongly Agree Addy Disagree Addy Disagree Trongly Agree Addy Disagree Trongly Agree Addy Disagree	285 138 179 156 68 179 156 68 179 156 68 175 157	777 18 28 18 18 19 11 12 164 Ursuccesshis 50 19 34 50 12 164 Ursuccesshis 44 28 36 40 40 12 164 Unsuccesshis 56 65	Sez 1566 207 1733 94 677 1079 1079 1079 1079 1079 1079 1079 10	31 15% 15.08% 19.56% 19	46,95%, 10,98%, 17,07%, 10,98%, 8,71%, 7,32%, 100,00%. Unsuccessfuls 18,25%, 11,55%, 20,73%, 7,32%, 100,00%. Unsuccessfuls 20,73%, 8,54%, 17,07%, 21,95%, 24,35%, 24,35%, 100,00%. Unsuccessfuls 20,73%, 100,00%,	Grand To 3555 6 7 7 9 7 9 7 9 7 9 9 7 9 9 7 9 9 9 9 9
Strongly Deagree Addy Disagree Addy Disagree Addy Agree Agree nor Disagree Addy Agree Strongly Agree Addy Disagree Addy Disagree Addy Disagree Addy Disagree Addy Agree Addy Agree Addy Agree Agree nor Disagree Addy Agree Agree nor Disagree Addy Disagree Addy Agree Agree nor Disagree Addy Agree Agree nor Disagree Addy Agree Agree	285 138 179 156 83 75 915 Successive 107 270 270 115 270 270 270 270 270 270 270 270 270 270	77 18 28 28 18 11 12 164 Unsuccesshis 30 19 34 50 12 164 Unsuccesshis 34 14 28 36 40 12 164 Unsuccesshis 65 18	362 1566 207 173 94 677 1079 137 137 134 3311 166 1079 156 103 158 301 272 88 1079 1079 1079 1079 1079 1079 1079 1079	31.15%, 15.08%, 19.56%, 19.56%, 19.56%, 19.56%, 19.56%, 100.00%, 1	46.55% 10.96% 17.07% 10.96% 8 71% 7.07% 10.96% 8 71% 7.32% 100.00% 11.55% 11.55% 11.55% 11.55% 12.55% 100.00% 10.55% 10.5	Grand To 3355 6 14 44 13 11 14 14 15 11 11 11 11 11 11 11 11 11 11 11 11
Strongly Deagree Addy Disagree Addy Disagree Addy Agree nor Disagree Addy Agree Strongly Agree Addy Disagree Addy Agree Trongly Disagree Addy Disagree Addy Disagree Addy Agree Trongly Disagree Addy Disagree Addy Agree Trongly Disagree Addy Agree Trongly Disagree Addy Agree Trongly Disagree Addy Agree Trongly Disagree Addy Agree Trongly Disagree Addy Agree Trongly Disagree Addy Agree Trongly Disagree	285 138 179 156 68 179 156 68 179 156 175 17	777 18 28 18 18 19 11 12 164 Unsuccesshis 50 19 34 50 12 164 Unsuccesshis 44 28 36 40 12 164 Unsuccesshis 65 65 64 41 13	Sez 156 207 173 3 94 67 1079 1079 1079 1079 1079 1079 1079 107	31 15% 15.08% 19.56% 19	46,95%, 10,98%, 17,07%, 10,98%, 8,71%, 7,32%, 100,00%. Unsuccessfuls 18,25%, 11,55%, 20,73%, 15,55%, 20,73%, 20,73%, 21,95%, 24,35%, 24,35%, 24,35%, 24,35%, 23,55%, 23,55%, 25,55%, 2	Grand To 3555 6 7 7 9 7 9 7 9 7 9 7 9 7 9 7 9 7 9 7 9
Strongly Deagree Addry Disagree Addry Disagree Addry Disagree Addry Agree Strongly Agree Strongly Agree Addry Disagree Addry Disagree Addry Disagree Addry Agree Torongly Oragree Addry Agree Torongly Oragree Addry Agree Torongly Oragree Addry Agree Torongly Oragree Addry Agree Torongry Agree Torongry Agree Torongry Agree Torongry Agree Torongry Agree Torongry Agree Torongry Agree Torongry Agree Torongry Agree	285 138 179 156 83 75 915 Successive 107 280 115 270 280 115 915 Successive 122 89 130 285 222 77 915 Successive 188 119 254 174 174 174 176	77 18 28 28 18 11 12 164 Unsuccesshis 30 19 34 50 12 164 Unsuccesshis 34 14 28 36 40 12 164 Unsuccesshis 65 18 41 13 17	362 1566 207 173 94 87 1079 1079 137 137 134 304 311 166 166 103 158 301 172 88 1079 1079 108 109 109 109 109 109 109 109 109 109 109	31.15%, 15.08%, 19.56%, 19.56%, 19.56%, 19.56%, 19.56%, 10.00%, 10	46.55% 10.96% 17.07% 10.96% 8 71% 7.07% 10.96% 8 71% 7.32% 100.00% 11.55% 11.55% 11.55% 11.55% 12.55% 100.00% 10.96% 10.9	Grand To 3355 6 14 44 14 14 14 14 14 14 14 14 14 14 14
Strongly Deagree Makey Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Nisagre Strongly Agree Nisagre Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Nisagree Strongly Agree Nisagree Nisa	285 138 179 156 68 179 156 68 179 156 175 17	777 18 28 18 18 19 11 12 164 Unsuccesshis 50 19 34 50 12 164 Unsuccesshis 44 28 36 40 12 164 Unsuccesshis 65 65 64 41 13	Sez 156 207 173 3 94 67 1079 1079 1079 1079 1079 1079 1079 107	31 15% 15.08% 19.56% 19	46,95%, 10,98%, 17,07%, 10,98%, 871%, 7,32%, 100,00%. Unsuccessfuls 18,25%, 11,55%, 20,73%, 15,55%, 20,73%, 20,73%, 21,95%, 24,35%, 24,35%, 24,35%, 24,35%, 23,55%, 23,55%, 25	Grand To 3555 6 7 7 9 7 9 7 9 7 9 7 9 7 9 7 9 7 9 7 9

#31 Taught first-aid	Successfuls	Unsuccessfuls	Grand Total	5uccessfuls	Unsuccessfuls	Grand Total
Strongly Disagree	364	95	459	39 78%	57 93%	42.54%
Mildly Disagree	143	8.	151	15 83%	4 88%	13 99%
Neither Agree nor Disagree	213	31	244	23 28%	18 90%	22.81%
Middly Agree	70	10	80	7 66%	8 10%	7.41%
Strongly Agree	51	8	59	5 57%	4 88%	5 47%
Missing	74	12	86	8 09%	7,32%	7 97%
Grand Total	915	164	1079	100 00%	100.00%	100 00%

Gender									
#20 Use DEP PQS	Missing		Female	Male	Grand Total	Missing	Female	Maie	Grand Total
Missing		0	11	82	93	0.00%	8 83%	8 96%	8 62
Don't Know No		1	24 89	169 460	194 550		14 91 % 55 28%	18 47% 50 27%	17 96 50 97
Yes		i	37	204	242		22 98%	22 30%	22 43
Grand Total		3	161	915	1079	100 00%	100.00%	100.00%	100 00
#21 Completed DEP PQ5	Missing			Male	Grand Total	Missing	Female	Maie	Grand Total
None Some		- 1	20 29	171 123	192 153	33 33% 33 33%	12 42% 18.01%	18 69% 13 44%	17.79
Half		0	111	46	57	0 00%	8 83%	5.03%	5 28
Most		0	10	59	69	0.00%	8 21%	8 45%	8 39
Al		0	13 78	44 472	57 551	0 00%	8 07%	4 81% 51.58%	5 28 51 07
Missing Grand Total		3	181	915	1079	100 00%		100 00%	100 00
#23 Told what to expect	Missing	T a	Female	Male	Grand Total	Messing	Female	Male	Grand Total
Strongly Disagree		2	29	130	181	66 67%	18 01%	14.21%	1492
Mildly Disagree Neither Agree nor Disagree	1	0	28 14	138 128	166 142	0.00%	17 39% 8 70%	15.08% 13.99%	15.36 13.16
Midty Agree	1	ŏ	45	267	312	0.00%	27 95%	29 18%	28.92
Strongly Agree	1	- 1	37	171	209	33.33%	22.96%	18 69%	19 37
Missing Grand Total		3	8 181	81 915	89 1079	100 00%	100 00%	8 85%	8.25 100.00
				4					
#24 Taught military drill Strongly Disagree	Missing	0	emale 63	Vtale 295	Grand Total 356	Missing 0.00%	39 13%	Male 32.24%	Grand Total 33 18
Mildly Disagree		1	18	106	125	33 33%	9 94%	11 80%	11 58
Neither Agree nor Disagree		0	17 24	139 157	157 181	33 33%	10 56% 14 91%	15 1 9% 17 16%	14 55 18 77
Mildly Agree Strongly Agree		1	33	138	172	33 33%	20 50%	17 16%	15.94
Missing		0	8	78	86	0.00%	4.97%	8.52%	7 97
Grand Total		3	161	915	1079	100 00%	100 00%	100 00%	100 00
#25 Taught military rank	Missing					Mesing		Male	Grand Total
Strongly Disagree Wildly Disagree		0	69 23	315 125	387 148	100 00%	42.86% 14.29%	34 43% 13 55%	35 87 13 72
Neither Agree nor Disagree	1	ŏ	18	175	193	0.00%	11 18%	19 13%	17 89
Widly Agree	ļ	0	22	149	171	0.00%	13 66%	18.28%	15 85
Strongly Agree Vissing	ļ	0	22.	73 78	95 85	0.00%	13 66% 4 35%	7.98% 8.52%	6 80 7 88
Grand Total		3	181	915	1079	100 00%	100 00%	100 00%	100 00
726 Taught naval uniforms	Missing	1e	emale i	Aale I	Grand Total	Missing	Female	Male	Grand Total
Strongly Disagree Middly Disagree		2	71 27	348 126	421 153	66 67% 0.00%	44 10% 16.77%	38 03% 13.77%	39 02°
Neither Agree nor Disagree		ő	19	180	199	0.00%	11 80%	19 67%	18 44
Midly Agree		0	18	129	147	0 00%	11 18%	14 10%	13 82
Strongly Agree Missing		1	19	54 78	74 85	33 33%	11 80% 4 35%	5.90% 8 52%	8 86° 7 88°
Grand Total		3	181	915	1079	100 00%	100 00%	100 00%	100 00
727 Taught customs & courtesies	Missing	TF.	emale N	Anie	Grand Total	Masing	Female	Mate	Grand Total
Strongly Disagree		- 2	62	298	362	66 67%	38.51%	32.57%	33.55
Mildly Disagree	1	0	25	131	156	0 00%	15.53%	14 32%	14 46
Neither Agree nor Disagree Mildly Agree		0	23	184 154	207 173	0.00%	14.29%	20 11% 18 83%	19 181
Strongly Agree		1	25	68	94	33 33%	15 53%	7 43%	8.715
Missing Grand Total		3	7	80 915	87 1079	0 00%	4 35%	8 74% 100 00%	100 009
#28 Taught education opportunities Strongly Disagree	Missing	0	27	110	137	Missing 0.00%	18.77%	12.02%	Grand Total 12.701
Wildly Disagree		0	21	86	107	0.00%	13.04%	9 40%	9.92
Neither Agree nor Disagree Aktily Agree		0	18	116 269	134 304	0.00%	11.18%	12.68%	12 425 28 175
Strongly Agree	- 1	3	53	255	311	100.00%	32.92%	Z7 87%	28 82
Missing Grand Total		3	181	79 915	1079	100 00%	4.35% 100.00%	8.83% 100.00%	7.97
729 Taught advancement system Strongly Disagree	Missang	0	emale A	tale 126	Grand Total 156	0.00%	Female 18.83%	Male 13.77%	Grand Total 14 469
VMdly Disagree	- 1	0	15	88	103	0.00%	9.32%	9.82%	9 559
Neither Agree nor Disagree	- 1	1	19 36	138 265	158 301	33.33%	11 80% 22.36%	15.08%	14 649 27 909
Aidly Agree Strongly Agree	1	2	53	217	272	66 87%	32.92%	23.72%	25 219
Vissing Grand Total		0	181	81 915	89 1079	0.00%	4 97%	8 85%	8 251
SERVICES.	_		1011	3,31	1073	10002	10002	10002	100 00
CSO Taught safety Strongly Disagree	Missing	F	emale N	202	Grand Total	Missing 33.33%	Female 1 31.06%	Male 22 08%	Grand Total
Aidly Disagree		ö	18	117	135	0 00%	11.18%	12.79%	12.519
leither Agree nor Disagree		0	36	259	296	0.00%	22 36%	28 31%	27 349
Akdly Agree Strongly Agree		1	21 29	165	187 122	33.33%	13.04%	18.03%	17.339 11.319
Assing		0	7	80 915	87 1079	0.00%	4 35%	8 74%	8 061
Grand Total		31	181)	915	1079	1000016	100005	100 00%	100 007
31 Taught first-aid	Missing		emale N	Tale (Grand Total 459	Missing 66 67%			Grand Total 42.549
Strongly Disagree Aldly Disagree		0	20	131	151	0.00%	48 45% 12 42%	41 42% 14 32%	13.99%
leither Agree nor Disagree		0	27	217	244	0.00%	18 77%	23 72%	22.619
Midly Agree Strongly Agree		0	10 19	70 39	80 59	0 00% 33 33%	6.21%	7 65% 4.26%	7.419 5.479
Assing		ò	7	79	86	0.00%	4.35%	6.83%	7 97%
Frand Total		3	181	915	1079	100.00%	100 00%	100.00%	100 00%

C. Race

Missing Don't Know No	Missing				tispanic Oth		and Total Mis				White	Hispanic		Grand Total
	9		17	60 115	7 23	5	194	0 00%	9 09%	8.81% 17 10%	9 19%	5 65% 18 55%	8 20%	8 62% 17 98%
	3		103	337	60	31	550	75 00%	36 36%	53 37%	51 61%	48 39%		50 97%
Yes	1	1 12	40	141	34	14	242	25.00%	27.27%	20 73%	21 59%	27 42%	22 95%	22 43%
Grand Total	4	44	193	653	124	81	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%
#21 Completed DEP PQS	Missing	Asian	Słack V	White H	lispanic Othe	er Gra	and Total Mis				White	Hispanic	Other	Grand Total
None	1	7	41	110	22	11	192	25 00%	15 91%	21 24%	18.85%	1774%		17.79%
Some	1 1	! "!	26	87	17	11	153 57	25.00%	25 00% 9 09%	13 47%	13 32%	13 71% 7.26%	18 03%	14.18%
Half Most	0		15	35 41	9	3	69	0.00%	2.27%	7 77%	8.28%	6 45%	6 56% 6 56%	5 28% 8 39%
All	i		14	31	8	2	57	0.00%	4 55%	7 25%	4 75%	8 45%	3 28%	5.28%
Missing	2	2 19	92	349	60	29	551	50 00%	43 18%	47 67%	53 45%	48 39%	47 54%	51 07%
Grand Total	4	44	193	653	124	81	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%
	Tetrana	Tantan I	8lack V	White H	fispanic Othe	IC-	ind Total Mis	410.0	Asian	8lack	White	Managia	C	Grand Total
#23 Told what to expect Strongly Disagree	Missing	Asian	37	91	16	11	161	25 00%	11.36%	19 17%	13 94%	Hispanic 12.90%	18 03%	14 92%
Mildly Disagree	1 6	9	28	104	17	8	166	0 00%	20 45%	14 51%	15 93%	13.71%	13.11%	15.38%
Neither Agree nor Disagree	0	8	18	87	20	9	142	0.00%	18 18%	9 33%	13.32%	16 13%	1475%	13 16%
Mildly Agree	1	14	58	186	36	19	312	25.00%	31.82%	29 02%	28.48%	29 03%	31 15%	28.92%
Strongly Agree	2 0		37 17	129 56	28 7	9	209	50 00%	9 09%	19.17%	19 75% 8 58%	22 58% 5 65%		19.37%
Missing Grand Total	4		193	653	124	81	1079		100 00%	100.00%			8 20%	8.25%
Gain loar		1	,					100 10 10				100 00 %	100 00 2	100 00 %
#24 Taught military drill	Missing	Asran			lispanic Othe	er Gran	nd Total Miss					Hispanic	Other	Grand Total
Strongly Disagree	3		81	209	33	21	358	75.00%	25.00%	41 97%	32 01%	26.81%	34.43%	33.18%
Mildly Disagree			17	82	13	6	125	0.00%	15.91%	8.81%	12.56%	10.48%	9 84%	11.58%
Neither Agree nor Disagree	0		30 25	94	18 17	12	157	0.00%	8.82% 31.82%	15.54%	17 46%	14.52%	19.67%	14.56%
Mildly Agree Strongly Agree	1 ;	5	23	100	36	7	172	25 00%	11.36%	11.92%	15 31%	29.03%	11 48%	16 77% 15.94%
Missing			17	54	7	4	86	0.00%	9.09%	8.81%	8 27%	5 65%	6 58%	7 97%
Grand Total	4	44	193	653	124	81	1079	100 00%	100 00%	100.00%	100 00%	100 00%	100.00%	100 00%
	114	IA	Observa III	the same same same same same same same sam			ad Talat		laine !	Otanh I	Manage I	Hinns	Cont.	0-11-
#25 Taught military rank Strongly Disagrae	Missing 3		Black Vi	Vhite Hr	Ispanic Othe	er Gran	nd Total Miss	75.00%	Asian 34 09%	8lack 40.41%	White 35.38%	Hispanic 29 03%	Other 39 34%	Grand Total 35.87%
Strongly Disagree Mildly Disagree	0	6	25	94	18	5	148	0.00%	13.64%	12.95%	14 40%	14.52%	8.20%	13 72%
Neither Agree nor Disagree	0	al	35	115	23	12	193	0.00%	18 18%	18 13%	17 61%	18 56%	19 67%	17 89%
Midly Agree	0	10	20	109	23	9	171	0.00%	22.73%	10.36%	18 69%	18.55%	14.75%	15 85%
Strongly Agree	1	1	19	50	17	7	95	25.00%	2.27%	9 64%	7 66%	13.71%	11 48%	8 80%
Missung Grand Total	0	4	18	663	124	61	1079	0.00%	9 09%	8 29%	8 27%	5 65%	6.56% 100.00%	7 88%
Grand Total	4	44	133	653	124		10/91	100 00%	100 00%	10000%	100 00%	100 00%	100 00%	100 00%
#26 Taught naval uniforms	Missing	Asran	Stack W	Vhrte He	ispanic Othe	er Gran	nd Total Miss	sing /	Asian	Black	White	Hispanic	Other	Grand Total
Strongly Disagree	3	14	91	246	44	23	421	75.00%	31.82%	47.15%	37 67%	35.48%	37.70%	39.02%
Mildly Disagree	0	9	20	102	16	8	153	0.00%	20 45%	10 36%	15 82%	12.90%	9 84%	14 18%
Neither Agree nor Disagree	0	9	31 21	119 67	26	14	199 147	0.00%	20 45%	16 06% 10 88%	18.22%	20 97%	22.95% 13.11%	18 44%
Mildly Agree Strongly Agree	9	1 1	14	45	23	8	74	25.00%	0.00%	7.25%	8 89%	6.45%	9 84%	13 52% 8 86%
Masing		4	16	54	7	4	85	0.00%	9.09%	8 29%	8 27%	5.65%	6.56%	7 88%
Grand Total	4	44	193	653	124	61	1079	100 00%		100 00%	100 00%			100 00%
	т.			est for			and the first						2	
727 Taught customs & courtesies	Missing	Asian 14	Black W	thite Hs	spanic Othe	er Gran 20	nd Total Miss	75 00%	31 62%	8lack 40 41%	White 33.23%	Hispanic 24.19%	Other 32.79%	Grand Total 33 55%
Strongty Disagree Mildly Disagree	1	9	21	101	19	5	156	25.00%	20 45%	10.88%	15 47%	15 32%	8.20%	14 46%
Neither Agree nor Disagree	6	5	37	126	24	15	207	0.00%	11 36%	19 17%	19.30%	19.35%	24 59%	19.18%
Mildly Agree	0	11	23	97	30	12	173	0.00%	25 00%	11 92%	14 85%	24 19%	19.67%	16 03%
Strongly Agree	0	1	18	56	14	5	94	0.00%	2.27%	9 33%	8 58%	11.29%	8.20%	871%
Missing	0	44	18	56	7	4	87	0.00%	9.09%	8 29%	8 56%	5 65%	6 56%	8 06%
	4		193	653	124	81	1079	100.00%	10000%	100 00%	100 00%	100 00%	100 00%	100 00%
Grand Total														
Grand Total		Asian [Black W	Ante His	spanic Othe	r [Gran	nd Total Miss	ung I/	san	Black 1	White	Hispanic	Other To	Grand Total
Grand Total #Z8 Taught education opportunities Strongly Disagree		Asian (23	64	13	r Gran	nd Total Miss	0.00%	18 18%	11.92%	12.86%	10 48%	14.75%	Grand Total 12.70%
Grand Total 728 Taught education opportunities Strongly Deagree Midy Deagree		8 3	23 11	64 74	13 12	9 7	137 107	0.00%	18 18% 8.82%	11.92% 5 70%	12.86% 11.33%	10 48% 9 68%	14.75% 11.48%	12.70% 9.92%
Grand Total 728 Taught education opportunities Strongly Deagree Middy Disagree Netter Agree nor Disagree		8 3 3	23 11 23	64 74 82	13 12 17	9 7 9	137 107 134	0 00% 0 00% 0 00%	18 18% 8.82% 8.82%	11.92% 5.70% 11.92%	12.86% 11.33% 12.56%	10 48% 9 68% 13 71%	14.75% 11.48% 14.75%	12.70% 9.92% 12.42%
Grand Total 728 Taught education opportunities Strongly Disagree Midty Disagree Veitter Agree nor Disagree Midty Agree		8 3 3 14	23 11 23 50	84 74 82 185	13 12 17 36	9 7 9 19	137 107 134 304	0.00% 0.00% 0.00%	18 18% 8 82% 8 82% 31 82%	11.92% 5.70% 11.92% 25.91%	12.86% 11.33% 12.56% 28.33%	10 48% 9 68% 13 71% 29 03%	14.75% 11.48% 14.75% 31.15%	12.70% 9.92% 12.42% 28.17%
Grand Total 728 Taught education opportunities Strongly Deagree 464th Disagree 464th Agree 58thongly Agree 58thongly Agree		8 3 3	23 11 23	64 74 82	13 12 17	9 7 9	137 107 134 304 311	0.00% 0.00% 0.00% 100.00%	18 18% 8 82% 8 82% 31 82% 27 27%	11.92% 5.70% 11.92% 25.91% 35.75%	12.86% 11.33% 12.56% 28.33% 26.65%	10 48% 9 68% 13 71% 29.03% 31 45%	14.75% 11.48% 14.75% 31.15% 21.31%	12.70% 9.92% 12.42% 28.17% 26.82%
Grand Total 728 Taught education opportunities Strongly Disagree Midty Disagree Veitter Agree nor Disagree Midty Agree	Missing 0 0 0 0 0 0 0 4	8 3 3 14	23 11 23 50 69	64 74 82 185 174	13 12 17 36 39	9 7 9 19	137 107 134 304	0.00% 0.00% 0.00% 0.00% 100.00%	18 18% 8 82% 8 82% 31 82% 27 27% 9 09%	11.92% 5.70% 11.92% 25.91% 35.75% 8.81%	12.86% 11.33% 12.56% 28.33%	10 48% 9 68% 13 71% 29.03% 31 45% 5 65%	14.75% 11.48% 14.75% 31.15% 21.31% 6.56%	12.70% 9.92% 12.42% 28.17%
Grand Total 728 Taught education opportunities Strongly Disagree Viddy Disagree Viddy Pasagree Viddy Agree Strongly Agree Viddy Agree Viddy Agree Viddy Agree Viddang	Missing 0 0 0 0 0 0 0 0 4	8 3 3 14 12 4	23 11 23 50 69	64 74 82 185 174 54	13 12 17 36 39 7	9 7 9 19 13	137 107 134 304 311 86	0.00% 0.00% 0.00% 0.00% 100.00%	18 18% 8 82% 8 82% 31 82% 27 27% 9 09%	11.92% 5.70% 11.92% 25.91% 35.75% 8.81%	12.86% 11.33% 12.56% 28.33% 26.65% 8.27%	10 48% 9 68% 13 71% 29.03% 31 45% 5 65%	14.75% 11.48% 14.75% 31.15% 21.31% 6.56%	12.70% 9.92% 12.42% 28.17% 26.82% 7.97%
Grand Total 728 Taught education opportunities Strongly Disagree Weldy Medical Weldy Medical Weldy Agree Strongly Agree Strongly Agree Grand Total	Missing 0 0 0 0 0 0 0 0 4 0 0 4	8 3 3 14 12 4 44	23 111 23 50 69 17	64 74 82 185 174 54 653	13 12 17 36 39 7	9 7 9 19 13 4	137 107 134 304 311 86	0.00% 0.00% 0.00% 0.00% 100.00% 100.00%	18 18% 8 82% 8 82% 31 82% 27 27% 9 09% 100 00%	11.92% 5.70% 11.92% 25.91% 35.75% 8.81% 100.00%	12.86% 11.33% 12.56% 28.33% 26.65% 8.27% 100.00%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00%	14.75% 11.48% 14.75% 31.15% 21.31% 6.56% 100.00%	12.70% 9.92% 12.42% 28.17% 28.82% 7.97% 100.00%
Grand Total 728 Taught education opportunities Strongly Deagree 464y Disagree 464y Disagree 464y Agree Strongly Agree 464mg Grand Total 729 Taught advancement system	Missing 0 0 0 0 0 0 0 0 4 0 0 4	8 3 3 14 12 4 44	23 11 23 50 69 17 193	64 74 82 185 174 54 653	13 12 17 36 39 7 124	9 7 9 19 13 4	137 107 134 304 311 86 1079	0.00% 0.00% 0.00% 0.00% 100.00% 100.00%	18 18% 8 82% 8 82% 31 82% 27 27% 9 09% 100 00%	11.92% 570% 11.92% 25.91% 35.75% 8.81% 100.00%	12.86% 11.33% 12.56% 28.33% 26.65% 8.27% 100.00%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00%	14.75% 11.48% 14.75% 31.15% 21.31% 6.56% 100.00%	12.70% 9.92% 12.42% 28.17% 28.82% 7.97% 100.00%
Grand Total 728 Taught education opportunities Strongly Disagree Widdy Chargee Welflar Agree nor Disagree Widdy Agree Strongly Agree Kaseng Strongly Agree Kaseng Strongly Taught advancement system Strongly Disagree	Missing 0 0 0 0 0 0 0 0 4 0 0 4	8 3 3 14 12 4 44	23 11 23 50 69 17 193	64 74 82 185 174 54 653	13 12 17 36 39 7 124 spanic Other	9 7 9 19 13 4	137 107 134 304 311 86 1079	0 00% 0 00% 0 00% 0 00% 100 00% 100 00% 100 00%	18 18% 6 82% 8 82% 31 82% 27 27% 9 09% 100 00%	11.92% 5 70% 11.92% 25.91% 35.75% 8 81% 100.00%	12.86% 11.33% 12.56% 28.33% 26.65% 8.27% 100.00%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% Hispanic 0	14.75% 11.48% 14.75% 31.15% 21.31% 6.56% 100.00%	12.70% 9.92% 12.42% 28.17% 28.82% 7.97% 100.00%
Grand Total 728 Taught education opportunities Strongly Deagree Middy Deagree Weder Agree nor Deagree Widdy Agree Strongly Agree Grand Total 729 Taught advancement system Strongly Deagree Widdy Deagree Widdy Deagree	Missing 0 0 0 0 0 0 0 0 4 0 0 4	8 3 3 14 12 4 44	23 11 23 50 69 17 193	64 74 82 185 174 54 653	13 12 17 36 39 7 124	9 7 9 19 13 4 81 Gran	137 107 134 304 311 86 1079	0.00% 0.00% 0.00% 0.00% 100.00% 100.00%	18 18% 8 82% 8 82% 31 82% 27 27% 9 09% 100 00%	11.92% 570% 11.92% 25.91% 35.75% 8.81% 100.00%	12.86% 11.33% 12.56% 28.33% 26.65% 8.27% 100.00%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00%	14.75% 11.48% 14.75% 31.15% 21.31% 6.56% 100.00%	12.70% 9.92% 12.42% 28.17% 28.82% 7.97% 100.00% Grand Total 14.46% 9.55%
Grand Total 728 Taught education opportunities Strongly Disagree Widdy Chargee Welflar Agree nor Disagree Widdy Agree Strongly Agree Kaseng Strongly Agree Kaseng Strongly Taught advancement system Strongly Disagree	Missing 0 0 0 0 0 0 0 0 4 0 0 4	8 3 3 14 12 4 44	23 11 23 50 69 17 193	64 74 82 185 174 54 653	13 12 17 36 39 7 124 spanic Other	9 7 9 19 13 4	137 107 134 304 311 86 1079	0 00% 0 00% 0 00% 0 00% 100 00% 100 00% 100 00%	18 18% 6 82% 8 82% 31 82% 27 27% 9 09% 100 00%	11.92% 5 70% 11.92% 25.91% 35.75% 8 81% 100.00%	12.86% 11.33% 12.56% 28.33% 26.65% 8.27% 100.00%	10 48% 9 68% 13 71% 29.03% 31 45% 5 65% 100 00% Hispanic 0 12 10% 11.29%	14.75% 11.48% 14.75% 31.15% 21.31% 6.56% 100.00%	12.70% 9.92% 12.42% 28.17% 28.82% 7.97% 100.00%
Grand Total 728 Taught education opportunities Strongly Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Strongly Agree Agree Many Disagree Neither Agree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian [8]	23 11 23 50 69 17 193 88ack W 34 9 28 45 60	64 74 82 185 174 54 653 67 101 164	13 12 17 36 39 7 124 sspanic Other 15 14 15 43 30	9 9 9 19 13 4 81 Gran 8 7 10	137 107 134 304 311 86 1079 156 103 156 301 272	0.00% 0.00% 0.00% 100.00% 100.00% 100.00% 25.00% 0.00% 0.00% 75.00%	18 18% 8 82% 8 82% 31 82% 27 27% 9 09% 100 00% ssan 11 36% 13 54% 29 55% 27 27% 27 55% 27 27%	11.92% 5 70% 11.92% 25.91% 35.75% 8 81% 100.00% 17.62% 4 66% 14.51% 23.32% 31.09%	12 86% 11.33% 12 55% 28.33% 26 65% 8.27% 100 00% 14.24% 10 26% 15 47% 28 18% 23.12%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% Hisspanic 0 12 10% 11 29% 12 10% 34 68% 24 19%	14.75% 11.48% 14.75% 31.15% 21.31% 6.56% 100.00% 0ther 13.11% 11.48% 16.39% 26.23%	12.70% 9.92% 12.42% 28.17% 28.82% 7.97% 100.00% Grand Total 14.46% 9.55% 14.64% 27.90% 25.21%
Grand Total 728 Taught education opportunities Strongly Deagree Middy Disagree Middy Agree Strongly Agree Middy Disagree Middy Disagree Middy Disagree Middy Disagree Middy Disagree Middy Agree Middy Middy Middy Middy Agree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Assen 6 6 6 6 6 6 6 6 6	23 11 23 50 69 17 193 88ack WW 34, 9 28 45 60 17	64 74 82 185 174 653 54 653 67 101 164 151 57	13 12 17 36 39 7 124 Spanic Other 15 14 15 43 30 7	9 7 9 19 13 4 51	137 107 134 304 311 86 1079 nd Total Mass 156 103 156 301 272 89	0.00% 0.00% 0.00% 100.00% 100.00% 100.00% 25.00% 0.00% 0.00% 0.00% 0.00%	18 18% 8 82% 8 82% 31 82% 27 27% 9 09% 100 00% 111 36% 13 64% 9 09% 29 55% 27 27% 9 09%	11.92% 5.70% 11.92% 25.91% 35.75% 8.81% 100.00% 17.62% 4.66% 14.51% 23.32% 31.09% 8.81%	12 86% 11 33% 12 56% 28 33% 100 00% 100 00% 14 24% 10 26% 15 47% 28 18% 23 12% 8 73%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% Hispanic 0 12 10% 11 29% 12 10% 34 68% 5 65%	14.75% 11.48% 14.75% 21.31% 6.56% 100.00% Other 13.11% 16.39% 26.23% 6.56% 6.56%	12.70% 9.92% 12.42% 28.17% 26.82% 7.97% 100.00% Grand Total 14.46% 9.55% 14.64% 27.90% 8.25% 8.25%
Grand Total 728 Taught education opportunities Strongly Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Strongly Agree Agree Many Disagree Neither Agree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Assen 6 6 6 6 6 6 6 6 6	23 11 23 50 69 17 193 88ack W 34 9 28 45 60	64 74 82 185 174 54 653 67 101 164	13 12 17 36 39 7 124 sspanic Other 15 14 15 43 30	9 7 9 19 13 4 81	137 107 134 304 311 86 1079 nd Total Mass 156 103 156 301 272 89	0.00% 0.00% 0.00% 100.00% 100.00% 100.00% 25.00% 0.00% 0.00% 0.00% 0.00%	18 18% 8 82% 8 82% 31 82% 27 27% 9 09% 100 00% 111 36% 13 64% 9 09% 29 55% 27 27% 9 09%	11.92% 5.70% 11.92% 25.91% 35.75% 8.81% 100.00% 17.62% 4.66% 14.51% 23.32% 31.09% 8.81%	12 86% 11 33% 12 56% 28 33% 100 00% 100 00% 14 24% 10 26% 15 47% 28 18% 23 12% 8 73%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% Hisspanic 0 12 10% 11 29% 12 10% 34 68% 24 19%	14.75% 11.48% 14.75% 21.31% 6.56% 100.00% Other 13.11% 16.39% 26.23% 6.56% 6.56%	12.70% 9.92% 12.42% 28.17% 28.82% 7.97% 100.00% Grand Total 14.46% 9.55% 14.64% 27.90% 25.21%
Grand Total 728 Taught education opportunities Strongly Deagree Middy Disagree Middy Agree Strongly Agree Middy Disagree Middy Disagree Middy Disagree Middy Disagree Middy Disagree Middy Agree Middy Middy Middy Middy Agree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Assen 6 6 6 6 6 6 6 6 6	23 11 23 50 69 17 193 88ack WW 34, 9 28 45 60 17	64 74 82 185 174 653 54 653 67 101 164 151 57	13 12 17 36 39 7 124 Spanic Other 15 14 15 43 30 7	9 7 9 19 13 4 51	137 107 134 304 311 86 1079 nd Total Mass 156 103 156 301 272 89	0.00% 0.00% 0.00% 100.00% 100.00% 100.00% 25.00% 0.00% 0.00% 0.00% 0.00%	18 18% 8 82% 8 82% 31 82% 27 27% 9 09% 100 00% 111 36% 13 64% 9 09% 29 55% 27 27% 9 09%	11.92% 5.70% 11.92% 25.91% 35.75% 8.81% 100.00% 17.62% 4.66% 14.51% 23.32% 31.09% 8.81%	12 86% 11 33% 12 56% 28 33% 100 00% 100 00% 14 24% 10 26% 15 47% 28 18% 23 12% 8 73%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% Hispanic 0 12 10% 11 29% 12 10% 34 68% 5 65%	14.75% 11.48% 14.75% 21.31% 6.56% 100.00% Other 13.11% 16.39% 26.23% 6.56% 6.56%	12.70% 9.92% 12.42% 28.17% 26.82% 7.97% 100.00% Grand Total 14.46% 9.55% 14.64% 27.90% 8.25% 8.25%
Grand Total 728 Taught education opportunities Strongly Disagree Meldy Disagree Neither Agree nor Disagree Neither Agree nor Disagree Strongly Agree Massing Grand Total 729 Taught advancement system Strongly Disagree Meldy Agree Middy Agree Strongly Ossagree Middy Agree Strongly Agree Middy Agree Strongly Agree Missing Grand Total	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Assan 1 Assan 1 Assan 1 44 Assan 1 5 8 4 13 12 4 44	23 11 23 50 89 17 193 84 9 28 45 60 17	64 74 82 185 174 54 653 67 101 164 151 57 653	13 12 17 36 39 7 124 Spanc Other 15 14 15 43 30 7 124	9 7 9 19 13 4 81 81 87 100 16 18 4 61	137 107 134 304 311 86 1079 hd Total Mess 156 103 156 301 272 89	0.00% 0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 100.00%	18 18% 8.52% 8.62% 31 82% 9.09% 100.00% 13.64% 9.09% 29.55% 27.27% 9.09% 100.00%	11.92% 5.70% 11.92% 25.91% 35.75% 8.81% 100.00% 14.51% 23.32% 8.81% 100.00%	12 86% 11 33% 12 56% 28 33% 26 65% 8 27% 100 00% 14 24% 10 26% 15 47% 22 12% 8 73% 100 00%	10 48% 9 68% 13 71% 13 71% 13 71% 15 65% 100 00% 11 .29% 12 10% 14 19% 5 65% 100 00%	14.75% 11.46% 14.75% 31.15% 21.31% 6.56% 100.00% 000% 000% 13.11% 11.48% 16.39% 26.23% 6.56% 100.00%	12.70% 9.92% 12.42% 28.17% 28.62% 7.97% 100.00% Grand Total 14.46% 9.55% 14.64% 27.90% 25.21% 100.00%
Grand Total 728 Taught education opportunities Strongly Deagree Middy Disagree Middy Agree Strongly Agree Middy Disagree Middy Disagree Middy Disagree Middy Disagree Middy Disagree Middy Agree Middy Middy Middy Middy Agree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Assan Assan	23 11 23 50 89 17 193 84 9 28 45 60 17	64 74 82 185 174 54 653 67 101 164 151 57 653	13 12 17 36 39 7 124 Spanic Other 15 14 15 43 30 7	9 7 9 19 13 4 81 81 87 100 16 18 4 61	137 107 134 304 311 86 1079 nd Total Mass 156 103 156 301 272 89	0.00% 0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 100.00%	18 18% 8.52% 8.62% 31 82% 9.09% 100.00% 13.64% 9.09% 29.55% 27.27% 9.09% 100.00%	11.92% 5.70% 11.92% 25.91% 35.75% 8.81% 100.00% 14.51% 23.32% 8.81% 100.00%	12 86% 11 33% 12 56% 28 33% 26 65% 8 27% 100 00% 14 24% 10 26% 15 47% 22 12% 8 73% 100 00%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% Hispanic 0 12 10% 11 29% 12 10% 34 68% 5 65%	14.75% 11.46% 14.75% 31.15% 31.15% 31.15% 100.00% 100.	12.70% 9.92% 12.42% 28.17% 26.82% 7.97% 100.00% Grand Total 14.46% 9.55% 14.64% 27.90% 8.25% 8.25%
Grand Total 728 Taught education opportunities Strongly Deagree Middy Disagree Medidy Agree Strongly Agree Middy Agree Strongly Agree Strongly Agree Middy Agree Strongly Agree Middy Agree Strongly Disagree Middy Agree Middy Disagree Middy Disagree Middy Disagree Middy Disagree Middy Disagree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian E E E E E E E E E E E E E E E E E E E	23 11 23 50 89 17 193 88ack W 9 28 45 60 17 193	64 74 82 185 174 54 653 185 174 551 151 57 653 1151 57	13 12 12 17 36 39 7 7 124 Spanic Other 15 43 30 7 124 Spanic Other 18 18 18 18	9 7 9 19 19 13 4 81	137 107 134 304 301 311 86 1079 Md Total Mess 156 301 1272 89 1079	0.00% 0.00% 0.00% 100.	18 18% 8.52% 8.82% 31.82% 9.09% 100.00% 113.65% 9.09% 27.27% 9.09% 100.00% 11.36% 9.09% 27.27% 9.09% 100.00% 100.00% 11.36% 11.3	11.92% 5.70% 11.92% 25.91% 35.75% 8.81% 100.00% 17.62% 4.66% 14.51% 23.32% 31.09% 8.81% 100.00%	12.86% 11.33% 12.55% 28.33% 26.65% 8.27% 100.00% 14.24% 10.26% 15.47% 28.18% 23.12% 8.73% 100.00%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% Hispanic 0 12 10% 11 29% 12 10% 34 68% 24 19% 100 00% Hispanic 0 22 58% 14 52%	14.75% 11.46% 14.75% 31.15% 21.31% 6.55% 100.00% 00ther 13.11% 11.46% 6.56% 100.00% 00ther 0.25%	12.70% 9.97% 12.42% 28.17% 28.62% 7.97% 100.00% Grand Total 14.46% 27.50% 100.00% Grand Total 23.45% 100.00% Grand Total 23.45% 12.51% 27.50% 100.00% Grand Total 23.45% 12.51% 100.00
Grand Total 728 Taught education opportunities Strongly Deagree Weldy Deagree Weldy Chargee Weldy Agree nor Disagree Weldy Agree Strongly Agree Wasning Grand Total 729 Taught advancement system Drongly Disagree Weldy Agree Strongly Orsagree Weldy Agree Strongly Agree Strongly Agree Strongly Agree Weldy Agree Strongly Grand Total 730 Taught safety Strongly Disagree Weldy Disagree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian C C C C C C C C C	23 11 23 50 69 17 193 89 28 45 60 17 193 88ack W 47 22 47	64 74 82 82 82 82 82 82 82 82 82 82 82 82 82	13 12 17 36 39 7 124 spanc Other 15 14 15 43 30 7 124 spanc Other 28 8panc Other 29	9 7 9 19 19 13 4 61 67 7 10 16 18 4 61 13 9 16	137 107 134 304 301 86 1079 Mess 155 103 156 301 272 89 1079	0.00% 0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 0.00% 0.00% 0.00% 0.00% 0.00% 100.00%	18 18% 8.52% 8.62% 18.2% 27.27% 9.09% 100.00% 13.64% 99.09% 29.55% 27.27% 9.09% 100.00	11.92% 5.70% 11.92% 25.91% 35.75% 8.81% 100.00% 17.62% 4.66% 14.51% 14.51% 100.00% 14.51% 100.00%	12 86% 11 33% 12 56% 28 33% 26 65% 8 27% 100 00% 14 24% 23 58% 12 40% 29 56%	10 .48% 9 .68% 13 .71% 29 .03% 31 .45% 5 .65% 100 .00% 11 .29% 12 .10% 34 .68% 24 .19% 5 .65% 100 .00% 14 .52% 23 .58% 14 .52% 23 .58%	14.75% 11.48% 14.75%, 31.15%, 21.31% 6.55%, 100.00% Other 0 13.11%, 11.48%, 26.23%, 6.55%, 100.00%	12.70% 9.97% 12.42% 28.17% 28.62% 7.97% 100.00% Grand Total 14.46% 9.55% 14.66% 27.90% 25.21% 8.25% 100.00%
Grand Total 728 Taught education opportunities Strongly Deagree Methy Deagree Nether Agree or Disagree Nether Agree Strongly Agree Strongly Agree Methy Deagree Methy Deagree Methy Deagree Methy Deagree Methy Deagree Methy Deagree Methy Agree Strongly Disagree Methy Agree Strongly Agree Methy Agree Strongly Agree Methy Agree Strongly Agree Methy Agree Methy Agree Methy Methy Deagree Methy Agree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian E E E E E E E E E E E E E E E E E E E	22 21 22 22 23 25 25 25 25 25 25 25 25 25 25 25 25 25	64 74 82 185 174 54 653 174 551 174 551 175 175 175 175 175 175 175 175 175	13 12 12 17 36 39 7 7 124 Spanic Other 15 43 30 7 124 Spanic Other 18 28 18 29 24	9 7 9 7 9 19 13 4 61	137 107 134 304 311 65 1079 1079 1079 156 103 156 103 156 301 272 89 1079 108 108 135 135 135 135 135 135	0.00% 0.00% 0.00% 100.	18 18% 8.52% 8.82% 31.82% 27.27% 9.09% 100.00% 13.64% 9.09% 9.09% 100.00% 100.	11.92% 5.70% 11.92% 25.91% 35.75% 8.81% 100.00% 17.62% 4.65% 14.51% 23.32% 31.09% 8.81% 100.00%	12.86% 11.33% 12.56% 28.33% 26.65% 8.27% 100.00% 14.24% 10.26% 15.47% 28.12% 8.73% 100.00% 12.58% 12.40% 29.56% 12.40% 29.56% 16.23% 16.23%	10 .45% 9 .68% 13 71% 29 .03% 31 .45% 5 .65% 100 .00% 11 .29% 12 .10% 34 .68% 24 19% 5 .65% 100 .00% 14 .52% 23 .39% 19 .35%	14.75% 11.48% 14.75% 31.15% 21.31% 6.56% 100.00% Other C 13.11% 11.48% 16.39% 26.23% 26.23% 100.00%	12.70% 9.92% 12.42% 28.17% 28.62% 7.97% 100.00% 100.00% 100.00% 100.00% 100.00% 25.21% 8.25% 100.00% 25.21% 100.00% 27.90
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PST Taught education opportunities Strongly Deagree Weldy Deagree Weldy Deagree Weldy Agree Weldy Agree Weldy Agree Strongly Agree Weldy Agree Strongly Agree Weldy Agree Well Agree We	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian C C C C C C C C C	21 21 22 23 25 25 25 25 25 25 25 25 25 25 25 25 25	64 64 74 82 185 174 54 653 174 55 195 195 195 195 195 195 195 195 195	13 12 17 36 39 7 7 124 Spanc Other 15 43 30 7 124 Spanc Other 18 29 24 18 7 7	9 7 9 7 9 19 13 4 51	137 107 134 304 311 86 1079 Mod Total Mess 156 130 157 1079 Mod Total Mess 1079 1079 Mod Total Mess 1079 1079	0.00% 0.00% 100.00%	18 18% 8.52% 8.52% 8.52% 18.2% 27.27% 9.09% 100.00% 11.36% 27.27% 9.09% 100.00% 12.73% 11.36% 27.27% 9.09% 10.00% 11.36% 27.27% 9.09% 9.09% 9.09% 9.09% 9.09% 9.09% 9.09%	11 92% 5 70% 11 92% 5 70% 11 92% 25.91% 35.75% 8 81% 100.00% 17 62% 4 65% 14 65% 14 65% 100.00% 11 40% 24 35% 17 62% 13 47% 8 31% 100.00% 11 4	12 85% 11 33% 25 55% 28 33% 26 55% 8 27% 100 00% 11 4 24% 15 67% 23 58% 12 400 00% 12 40% 29 56% 18 23% 9 80% 8 42% 100 00% 100 00% 100 00%	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% 11 29% 22 58% 14 52% 23 39% 19 35% 14 52% 5 65% 100 00% 100 00%	14.75% 11.45% 14.75% 31.15% 21.31% 6.55% 100.00% Other 13.11% 11.45% 26.23% 6.56% 100.00% Other 21.31% 14.75% 28.23% 6.56% 14.75% 6.55% 14.75% 6.55% 100.00%	12.70% 9.92% 12.42% 28.17% 28.67% 7.97% 100.00% Grand Total 14.464% 27.90% 25.21% 100.00% Grand Total 23.45% 12.51% 27.33% 11.31% 8.06%
Grand Total 728 Taught education opportunities Strongly Disagree Meldy Disagree Meldy Agree Strongly Agree Strongly Agree Strongly Agree Meldy Disagree Meldy Disagree Meldy Disagree Meldy Disagree Meldy Agree Strongly Disagree Meldy Agree Jorney Disagree Meldy Disagree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian E Asian Asian E Asian E	22 21 22 23 25 25 25 25 25 25 25 25 25 25 25 25 25	64 74 82 82 85 174 55 174 55 101 164 151 57 653 106 64 65 653 106 65 655 106 65 655 106 65 655 106 65 655 106 65 655 106 65 655 106 65 655 106 65 655 106 65 655 106 65 655 106 65 655 106 65 655 106 6	13 12 17 36 39 7 124 Spanc Other Spanc Other 15 18 29 24 18 17 124 Spanc Other 17 124 Spanc Other 17 124 Spanc Other 18 18 29 24 18 17 124 Spanc Other 18 18 29 24 18 17 124 Spanc Other 18 18 29 24 18 17 124 Spanc Other 18 18 29 24 18 18 18 18 18 18 18 18 18 18 18 18 18	9 7 9 7 9 19 13 4 61	137 107 134 304 311 86 1079 1079 1079 1079 1079 1079 1079 1079	0.00% 0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 15.00% 100.00	18 18% 8 52% 8 62% 9 62% 11 52% 27 27% 9 09% 100 00% 13 64% 29 55% 27 27 27% 9 09% 100 000 0	11 92% 5 70% 11 92% 25,91% 35,75% 8 81% 100.00% 17 62% 4 65% 4 65% 23 32% 31.09% 8.81% 100.00% 11,451% 23 32% 11,451% 24 35% 17 62% 11,451% 11,45	12 85% 11 33% 12 55% 12 55% 12 55% 15 27% 100 00% 11 4 24% 10 26% 15 47% 28 13% 100 00% 11 24 25 56% 18 23% 29 56% 18 23% 9 80% 8 42% 100 00%	10 48% 9 68% 13 71% 29 03% 14 55% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55% 5 65% 100 00% 14 55%	14.75% 11.45% 14.75% 31.15% 21.31% 6.55% 100.00% Other (1.3.11% 11.46% 16.39% 26.23% 6.55% 100.00% Other (2.3.1% 14.75% 6.55% 100.00%	12.70% 9.92% 12.42% 28.17% 28.62% 17.97% 100.00% 14.46% 9.55% 14.46% 27.90% 25.21% 8.25% 100.00% 100.00% 13.345% 12.51% 27.345% 17.33% 11.31% 8.665% 100.00% 37.804 Total
Grand Total 728 Taught education opportunities Strongly Deagree Netter Agree nor Disagree Netter Disagree Neter Disagree Netter Di	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian E Asian	21 21 22 23 25 25 25 25 25 25 25 25 25 25 25 25 25	64 64 74 82 85 155 174 54 653 93 106 64 81 193 106 64 55 653 106 65 65 655 106 65 65 65 65 65 65 65 65 65 65 65 65 65	13 12 17 36 39 7 7 124 Spanic Other 28 18 18 7 124 Spanic Spanic Other 28 18 18 7 124 Spanic Other 48 Spanic Other 48 Ot	9 7 9 7 9 19 13 4 51	137 107 134 304 311 86 1079 Md Total Mess 156 150 156 157 157 157 157 157 157 157 157 157 157	0.00% 0.00%	18 18% 8 82% 8 82% 8 82% 9 99% 100 00% 113 64% 100 00% 127 27% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 100 00% 129 55% 129 55% 100 00% 129 55%	11 92% 5 70% 11 92% 25.91% 35.75% 8 81% 100.00% 17 62% 4 66% 14.51% 23.32% 14.51% 23.32% 100.00% 14.51% 23.32% 100.00% 11.40% 24.35% 24.35%	12 56% 11 33% 12 56% 28 33% 26 55% 8 27% 100 00% 11 4 2 4 5 6 5 6 5 6 5 6 5 6 5 6 6 6 6 6 6 6 6	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% 112 10% 34 68% 5 65% 100 00% 112 10% 34 68% 5 65% 100 00% 112 10% 5 65% 100 00% 112 10% 112 10% 5 65% 100 00% 112 10%	14.75% 11.45% 14.75% 31.15% 31.15% 6.56% 100.00% Other 13.11% 11.48% 16.39% 26.23% 26.23% 26.23% 26.23% 26.23% 100.00% Other 21.31% 14.75% 6.56% 100.00%	12.70% 9.92% 12.42% 28.17% 28.62% 7.97% 100.00% 100.00% 27.90% 27.90% 27.90% 27.90% 27.90% 27.90% 100.00% 100.
Grand Total 728 Taught education opportunities Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Neither Agree Neither Agree Strongly Disagree Neither Agree Neither Agre	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian E Asian As	22 21 22 23 25 25 25 25 25 25 25 25 25 25 25 25 25	64 74 82 82 85 82 82 85 82 82 82 82 83 83 83 83 83 83 83 83 83 83 83 83 83	13 12 17 36 39 7 124 Spanic Other Spanic Other 15 15 43 30 7 124 Spanic Other 16 18 29 24 18 17 124 Spanic Other 17 124 Spanic Other 17 124 Spanic Other 18 18 19 19 19 19 19 19 19 19 19 19 19 19 19	9 7 9 7 9 9 19 13 4 61	137 107 134 304 311 86 1079 156 103 156 103 156 103 156 1079 1079 1079 1079 1079 1079 1079 1079 151 108 151	0.00% 0.00% 0.00% 100.	18 16% 8 82% 8 82% 8 82% 9 65% 9 09% 100 00% 113 64% 9 09% 100 00% 122 727% 9 09% 100 00% 122 727% 9 09% 100 00% 122 727% 9 09% 100 00% 122 72% 9 09% 100 00% 122 72% 9 09% 100 00% 122 72% 9 09% 100 00% 122 720 720 00% 122	11 92% 5 70% 11 92% 25,91% 35,75% 8 81% 100,00% 17 62% 4 66% 14 51% 23 32% 31,09% 8 81% 100,00% 11,40% 11,40% 11,40% 11,40% 11,40% 11,40% 11,40% 11,40% 11,40% 11,40% 100,00% 10	12 56% 11 33% 12 56% 28 33% 26 65% 8 27% 100 00% 114 24% 10 26% 15 47% 23 12% 8 73% 100 00% 12 40% 29 56% 18 23% 9 80% 8 42% 100 00%	10 48% 9 68% 13 71% 29 03% 14 55% 100 00% 14 52% 5 65% 100 00% 14 52% 5 65% 100 00% 15 32 71% 15 32% 10 15 32% 14 52% 10 10 10 10 10 10 10 10 10 10 10 10 10	14.75% 11.46% 14.75% 31.15% 21.31% 25.50% 100.00% 100.	12.70% 9.92% 12.42% 28.17% 28.62% 17.97% 100.00% 14.46% 9.55% 14.46% 27.90% 27.90% 25.21% 8.25% 100.00% Grand Total 12.31% 17.33% 11.31% 18.65% 100.00% Grand Total 42.54% 13.99%
Grand Total 728 Taught education opportunities Strongly Deagree Weldy Deagree Weldy Agree Weldy Agree Weldy Agree Strongly Agree Weldy Agree Strongly Agree Weldy Agree Weldy Agree Strongly Deagree Weldy Agree Wel	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian	21 22 23 25 25 25 25 25 25	64 74 82 85 82 85 174 54 653 165 161 161 161 161 161 161 161 161 161	13 12 17 36 39 7 7 124 Spanic Other 28 18 18 7 124 Spanic Spanic Other 28 18 18 7 124 Spanic Other 48 Spanic Other 48 Ot	9 7 9 7 9 19 13 4 51	137 107 134 304 311 86 1079 nd Total Mess 156 301 177 272 80 1079 1079 d Total Mess 253 135 235 137 122 87 1079	0.00% 0.00%	16 16% 8 2% 8 62% 16 20% 16 20% 16 20% 16 20% 16 20% 16 20% 17 27 27 27 27 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20	11 92% 57% 11 92% 12 93% 11 92% 12 93% 11 92% 18 93% 100 00% 18 93% 100 00% 17 82% 100 00% 14 55% 100 00% 14 55% 11 92% 11 92% 11 92% 11 92% 11 92% 12 93% 11 92% 1	12 85% 11 33% 12 55% 28 53% 100 00% 11 4 24% 100 20% 15 47% 100 00% 11 24 55% 100 00% 11 24 55% 100 00% 11 24 55% 100 00% 11 24 55% 100 00% 11 24 55% 100 00% 13 94% 23 43% 13 94% 13 94% 23 43% 13 94	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% 14 52% 5 65% 100 00% 14 52% 5 65% 100 00% 15 38 71% 15 32% 27 42%	14.75% 11.45% 14.75% 31.15% 31.15% 11.69% 100.00% Other 13.11% 11.48% 16.39% 6.56% 100.00% Other 21.31% 14.75% 6.56% 100.00% Other 42.62% 14.475% 6.55% 14.75% 6.55% 14.75% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 15.55% 11.48% 11.48% 11.48%	12.70% 9.92% 12.42% 28.17% 28.62% 7.97% 100.00% 100.00% 27.90% 100.00% 27.90% 100.00% 27.90% 100.00% 1
Grand Total 728 Taught education opportunities Strongly Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Neither Agree Strongly Disagree Neither Agree Strongly Disagree Neither Agree Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Neither Agree Strongly Agree Neither Agree Strongly Disagree Neither Agree Strongly Disagree Neither Agree Strongly Disagree Neither Agree nor Disagree	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian E Asian As	22 23 25 25 25 25 25 25 25 25 25 25 25 25 25	64 74 82 185 174 583 174 583 174 583 174 185 1	13 12 17 36 39 7 124 Spanc Other 15 15 43 30 7 124 Spanc Other 18 29 24 18 7 124 Spanc Other 19 34 8 19 34 8 8	9 7 9 7 9 9 19 13 4 61	137 107 107 134 304 311 65 1079 155 156 103 156 1079 1779 1779 1779 1779 1779 1779 1779	0.00% 0.00%	18 16% 6 82% 6 82% 18 22% 6 82% 18 22% 18 22% 18 22% 19 29	11 92% 57% 681% 11 92% 681% 11 92% 681% 11 92% 681% 14 91% 685% 14 91% 685% 14 91% 685% 14 91% 685% 11 92% 681% 11	12.86% 11.33% 12.56% 12.56% 12.56% 12.56% 15.27% 10.00% 15.47% 10.00% 15	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% 14 52% 23 39% 100 00% 14 52% 23 39% 100 00% 15 56% 100 00% 15 5	14.75% 11.46% 14.75% 31.15% 21.31% 6.56% 100.00% 100.0	12.70% 9.92% 12.42% 28.17% 28.62% 7.97% 100.00% 14.46% 9.55% 14.46% 27.90% 27.90% 25.21% 8.25% 100.00% Grand Total 12.51% 27.34% 17.33% 11.31% 8.06% 100.00% Grand Total 4.54% 13.95% 13.95% 26.61% 7.41%
Grand Total 728 Taught education opportunities Strongly Deagree Weldy Deagree Weldy Agree Weldy Agree Weldy Agree Strongly Agree Weldy Agree Strongly Agree Weldy Agree Weldy Agree Strongly Deagree Weldy Agree Wel	Missing 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Asian	21 22 23 25 25 25 25 25 25	64 74 82 85 82 85 174 54 653 165 161 161 161 161 161 161 161 161 161	13 12 17 36 39 7 124 Spanic Other Spanic Other 15 18 18 29 24 18 17 124 Spanic Other 15 18 18 19 19 19 19 19 19 19 19 19 19 19 19 19	9 7 9 7 9 9 19 13 4 61	137 107 134 304 311 86 1079 nd Total Mess 156 301 177 272 80 1079 1079 d Total Mess 253 135 235 137 122 87 1079	0.00% 0.00%	16 16% 8 2% 8 62% 16 20% 16 20% 16 20% 16 20% 16 20% 16 20% 17 27 27 27 27 29 29 20 20 20 20 20 20 20 20 20 20 20 20 20	11 92% 57% 11 92% 12 93% 11 92% 12 93% 11 92% 18 93% 100 00% 18 93% 100 00% 17 82% 100 00% 14 55% 100 00% 14 55% 11 92% 11 92% 11 92% 11 92% 11 92% 12 93% 11 92% 1	12 85% 11 33% 12 55% 28 53% 100 00% 11 4 24% 100 20% 15 47% 100 00% 11 24 55% 100 00% 11 24 55% 100 00% 11 24 55% 100 00% 11 24 55% 100 00% 11 24 55% 100 00% 13 94% 23 43% 13 94% 13 94% 23 43% 13 94	10 48% 9 68% 13 71% 29 03% 31 45% 5 65% 100 00% 14 52% 5 65% 100 00% 14 52% 5 65% 100 00% 15 38 71% 15 32% 27 42%	14.75% 11.45% 14.75% 31.15% 31.15% 11.69% 100.00% Other 13.11% 11.48% 16.39% 6.56% 100.00% Other 21.31% 14.75% 6.56% 100.00% Other 42.62% 14.475% 6.55% 14.75% 6.55% 14.75% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 16.39% 14.75% 14.75% 15.55% 11.48% 11.48% 11.48%	12.70% 9.92% 12.42% 28.17% 28.62% 7.97% 28.62% 7.97% 100.00% 1

D. Age

#20 Use DEP PQS	17-18 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 years	Grand Total	17-18 yrs	19-20 yrs	21-22 yra	23-24 yrs	>25 years	rand Total
Measing	20	32	21	8	12	93	7.07%	6 64%	10 99%	13 11%	15 79%	8 62%
Don't Know	55	90	32	8	8	194	19 79%	19 23%	18 75%	13 11%	10.53%	17.98%
No	142	236	100	35	37	550	50 18%	50 43%	52.36%	57.38%	48 68%	50.97%
Yes	65	110	38	10	19	242	22 97%	23 50%	19 90%	18.39%	25.00%	22 43%
Grand Total	283	468	191	81	78	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%

721 Completed DEP PQ5	17-18 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 years G	Frand Total	17-18 yrs	19-20 yrs 21-22 yrs 23-24 yrs >25 years rand
None	55	88	27	11	10	192	19 79%	16 80% 14 14% 16 03% 13 16% 17
5ome	39	73	28	5	6	153	13 76%	15 80% 14 66% 8 20% 10 53% 14
Half	13	22	16	3	3	57	4 59%	4.70% 8.38% 4.92% 3.95% 5
Most An	14	33 27	10	3	5	69 57	7 07% 4 95%	7 05% 4 19% 4 92% 6 58% 6 5 77% 5 24% 3 28% 5 26% 5
Wissing	141	225	102	37	46	551	49 82%	577% 524% 328% 526% 5 48 08% 53 40% 60.66% 80 53% 51
Grand Total	283	468	191	61	76	1079	100 00%	100 00% 100 00% 100 00% 100 00% 100
								100000000000000000000000000000000000000
723 Told what to expect	17-18 yrs	19-20 yrs	21-22 yrs	23-24 yrs		rand Total	17-18 yrs	19-20 yrs 21-22 yrs 23-24 yrs >25 years rand
Strongly Disagree Wildly Disagree	48 45	68 83	22 27	12	11	161	16 96% 15,90%	14 53% 11 52% 19 67% 14 47% 14 17.74% 14 14% 8.20% 7 89% 15
Neither Agree nor Disagree	24	68	25	13	12	166	6 48%	17.74% 14.14% 8.20% 7.89% 15 14.53% 13.09% 21.31% 15.79% 13
Aldly Agree	85	134	55	18	22	312	30 04%	26 63% 28 80% 26 23% 28 96% 28
Strongly Agree	62	86	41	7	13	209	21 91%	16.36% 21.47% 11.48% 17.11% 19
Assing	19	29	21	6	12	89	6 71%	6.20% 10.99% 13.11% 15.79% 6
rand Total	283	468	191	61	76	1079	100 00%	100 00% 100 00% 100 00% 100 00% 100
24 Taught military driff	17-16 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 years G	rand Total	17-16 yrs	19-20 yrs 21-22 yrs 23-24 yrs >25 years rand
trongly Disagree	95	159	55	22	28	358	33 57%	33 97% 29 32% 36 07% 34 21% 33
Mdly Disagree	31	55	27	7	5	125	10.95%	11 75% 14.14% 11 48% 6.58% 11.
either Agree nor Disagree	27	68	33	12	17	157	9 54%	14 53% 17 28% 19 67% 22 37% 14
fildly Agree	50	93	28	5	5	161	17 67%	19.87% 14.66% 6.20% 8.58% 16
trongly Agree	62	65	27	7	11	172	21 91%	13.89% 14.14% 11.48% 14.47% 15.
issing rand Total	283	28 468	191	61	76	1079	6 36%	5 98% 10 47% 13 11% 15 79% 7 100 00% 100 00% 100 00% 100 00% 100
25 Taught military rank trongly Disagree	17-18 yrs	19-20 yrs	21-22 yrs 62	23-24 yrs 22	>25 years G	rand Total	17-16 yrs 37 10%	19-20 yrs 21-22 yrs 23-24 yrs >25 years rand 1 36 32% 32 46% 36 07% 36 84% 35
tidly Designee	32	73	30	7	6	148	11 31%	15 60% 15 71% 11 48% 7 89% 13
either Agree nor Disagree	42	81	36	15	19	193	14 64%	17.31% 16.85% 24.59% 25.00% 17
idly Agree	53	79	25	7	7	171	16 73%	16 88% 13 09% 11 48% 9 21% 15
rongly Agree	33	37	19	2	4	95	11 66%	7 91% 9 95% 3 28% 5 26% 6
ssing	16	28	19	6	12	85	6 36%	598% 995% 1311% 1579% 7
and Total	283	468	191	61	76	1079	100 00%	100 00% 100 00% 100 00% 100 00% 100
6 Taught naval uniforms	17-18 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 years Gr	and Total	17-18 yrs	19-20 yrs 21-22 yrs 23-24 yrs >25 years rand
rongly Disagree	111	191	66	26	27	421	39.22%	40 61% 34 55% 42 62% 35 53% 39
Idly Disagree	41	74	26	6	4	153	14 49%	15 61% 13 61% 13 11% 5 26% 14
either Agree nor Disagree	40	80	44	14	21	199	14 13%	17.09% 23.04% 22.95% 27.63% 16
idly Agree	45	66	28	4	6	147	15.90%	14 10% 13.61% 6.56% 7.89% 13
rongly Agree	28	29	10	1	6	74	9 89%	6 20% 5 24% 1 64% 7 89% 6
sing	18	28	19	6	12	85	6 36%	5 96% 9 95% 13 11% 15.79% 7
and Total	283	468	191	61	75	1079	100 00%	100 00% 100 00% 100 00% 100 00% 100
7 Taught customs & courtesies	17-16 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 years Gr	and Total	17-18 yrs	19-20 yrs 21-22 yrs 23-24 yrs >25 years rand 1
trongly Disagree	97	165	54	22	24	362	34 28%	35 26% 28 27% 36 07% 31.58% 33 5
ldly Disagree	42	74	29	7	.4	156	14 84%	1581% 1518% 1148% 5.26% 14
other Agree nor Disagree	46	88	39	15	19	207	16.25%	16 80% 20 42% 24.59% 25.00% 19
idly Agree	49	76	31	8	9	173	17 31%	16.24% 16.23% 13.11% 11.84% 16.0
rongly Agree	31	36	19	- 1	7	94	10 95%	769% 9.95% 164% 9.21% 6
asing and Total	16 283	29 468	19	81	13 76	1079	100 00%	6.20% 9.95% 13.11% 17.11% 66 100.00% 100.00% 100.00% 100.00% 100.0
6 Taught education opportunities rongly Disagree	17-18 yrs	19-20 yrs	21-22 yrs 26	23-24 yrs 13	>25 years Gr	and Total	17-18 yrs 12.01%	19-20 yrs 21-22 yrs 23-24 yrs >25 years rand 1 11.97% 13.61% 21.31% 10.53% 12.
dly Disagree	25	54	14	9	5	107	6.63%	11 54% 7 33% 14 75% 6.58% 9
ither Agree nor Disagree	27	65	24	6	10	134	9.54%	13 89% 12 57% 13 11% 13 18% 12
dly Agree	75	137	55	14	23	304	26 50%	29 27% 28 80% 22 95% 30 26% 28
ongly Agree	104	128	52	9	16	311	36 75%	27.35% 27.23% 14.75% 23.68% 28
ising	16	28	20	6	12	66	6 36%	5.98% 10.47% 13.11% 15.79% 7
and Total	283	468	191	61	76	1079	100.00%	100.00% 100.00% 100.00% 100.00% 100
Taught advancement system	17-16 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 years Gra	and Total	17-18 yrs	19-20 yrs 21-22 yrs 23-24 yrs >25 years rand 1
ongly Disagree	41	68	21	15	13	156	14 49%	14 10% 10.99% 24 59% 17.11% 144
dly Disagree	22 33	49 65	20 33	7	5	103	7 77%	10 47% 10 47% 11 48% 6.58% 9.5
ither Agree nor Disagree dly Agree	33 88	135	33 54	13	14	158 301	11.66% 31.10%	13.89% 17.28% 21.31% 16.42% 14.6 28.85% 28.27% 19.67% 15.79% 27.5
ongly Agree	61	122	43	12	20	272	28 62%	28.85% 28.27% 19.67% 15.79% 27.9 26.07% 22.51% 9.64% 26.32% 25.2
sing	18	31	20	6	12	89	8 36%	6.62% 10.47% 13.11% 15.79% 61
nd Total	283	468	191	61	76	1079	100 00%	100 00% 100 00% 100 00% 100 00% 100
					>25 years Gra	and Total	17-18 yrs	19-20 yrs 21-22 yrs 23-24 yrs >25 years rand T
ongly Disagree	17-18 yrs 72	19-20 yrs 2	21-22 yrs 41	23-24 yrs	19	253	25.44%	22.86% 21.47% 22.95% 25.00% 23.4
ongly Disagree By Disagree	72	107 64	41 26	14	19	253 135	10.95%	22.86% 21.47% 22.95% 25.00% 23.4 13.68% 13.61% 13.11% 7.69% 12.5
ingly Disagree By Disagree ther Agree nor Disagree	72 31 71	107 64 133	41 26 47	14 6 21	19 6 23	253 135 295	25.09%	28 42% 24 61% 34 43% 30.26% 27.3
ingly Disagree By Disagree ther Agree nor Disagree By Agree	72 31 71 52	107 64 133 86	41 26 47 38	14 6 21 6	19 6 23 5	253 135 295 187	25.09% 16.37%	28 42% 24 61% 34 43% 30.26% 27.3 16 38% 19.90% 9 84% 6 58% 17.3
ongly Disagree By Disagree Biter Agree nor Disagree By Agree ongly Agree	72 31 71 52 39	107 64 133 86 48	41 26 47 38 20	14 6 21 6 4	19 6 23 5	253 135 295 187 122	25.09% 16.37% 13.78%	28 42% 24 61% 34 43% 30.26% 27.3 16 38% 19.90% 9.84% 6.58% 17.3 10.26% 10.47% 6.56% 14.47% 11.3
ongly Ossignee By Disagree By Disagree By Agree not Disagree By Agree ongly Agree ongly Agree	72 31 71 52	107 64 133 86	41 26 47 38	14 6 21 6	19 6 23 5	253 135 295 187	25.09% 16.37%	28 42% 24 61% 34 43% 30.26% 27.3 16 38% 19 90% 9 84% 6 55% 17.3 10.26% 10.47% 6.56% 14 47% 11.3 6 41% 9 95% 13.11% 15 79% 6 0
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ngly Clasgree by Clasgree but Agree nor Disagree by Agree ngly Agree and Total Taught first-aid ngly Disagree by Disagree by Disagree by Agree ber Agree nor Disagree by Agree	72 31 71 52 39 18 283 17.16 yrs 125 45 50 27	107 64 133 86 48 30 468 19-20 yrs 2 200 58 117 36	41 26 47 38 20 19 191 191 21-22 yrs 80 30 47 9	14 6 7 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	19 6 23 5 11 12 76 25 years Gra 30 6 17	253 135 295 187 122 87 1079 nd Total 459 151 244 80	25 09% 16 37% 13 76% 6.36% 100 00% 17-18 yrs 44 17% 15.90% 17.67% 9.54%	28 42% 2461% 34 43% 30 26% 273 10 38% 199% 994% 659% 173 10 26% 10 47% 659% 173 10 26% 10 20%

E. Education

#20 Use OEP PQS	Missing	65	GED	HS	MAS	5COL	Grand Total	Missing	65	GED	Н5	MA5	5COL	Grand Total
Missing	2	1	17	45	0	28	93	12.50%	4.76%	15 16%	6.87%	0.00%	10.26%	6.62%
Don't Know	1	2	16	129	0	46	194	6.25%	9 52%	14.29%	19 89%	0.00%	16.85%	17.98%
No	11	14	54	328	1	142	550	68.75%	66 67%	48 21%	50 06%	50 00%	52.01%	50.97%
Yes	2	4	25	153	1	57	242	12 50%	19.05%	22 32%	23 36%	50 00%	20 88%	22,43%
Grand Total	16	21	112	655	2	273	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100.00%

#2: Completed DEP PQ5	Missing	BS	GED	H5	MAS	5COL	Grand Total	Missing	88	GED	HS	MA5	5COL	Grand Total
None	4	2	25	120	0	41	192	25.00%	9 52%	22.32%	16.32%	0.00%	15.02%	17.79%
Some	2	0	16	102	1	30	153	12.50%	0.00%	16.07%	15.57%	50 00%	10 99%	14,18%
Haif	0	1	3	31	0	22	57	0.00%	4,76%	2 68%	473%	0.00%	6.06%	5.28%
Most	0	2	9	41	0	17.	69	0.00%	9 52%	6 04%	6.26%	0.00%	6.23%	6.39%
Alt		2	0	33	0	22	57	0.00%	9.52%	0.00%	5 04%	0.00%	8.06%	5.28%
Missing	10	14	57	328	1	141	551	62.50%	66 67%	50 89%	50 08%	50 00%	51 65%	51.07%
Grand Total	16	21	112	655	2	273	1079	100.00%	100 00%	100.00%	100.00%	100.00%	100 00%	100 00%

1823 Told what to expect	Missing	85	GEO	нѕ	MAS	SCOL G	rand Total	Missing	85	GED	HS	MAS	SCDL	Grand Total
#23 Told what to expect Strongly Disagree Mildly Disagree	2 2	2	23	93	0	41 40	161 166	12 50% 12.50%	9 S2% 14 29%	20 54%	14 20%	0 00%	1S 02% 14 65%	14 92% 1S 38%
Neither Agree nor Disagree	4	s	19	83 195	0	31	142	25.00% 18.75%	23 81%	16 96% 15 18%	12.67% 29.77%	0 00%	11 36%	13 16%
Midly Agree Strongly Agree	3	3	19	136	i	47	209	18 75%	33 33% 14 29%	16 96%	20 76%	50 00%	32 60% 17 22%	28 92% 19 37%
Missing Grand Total	16	21	18	655	2	25	1079	12 50%	4 76%	16 07%	6 56% 100 00%	100 00%	9 16%	8 25%
#24 Taught military drill	Missing	85	GED 43	HS 209	MAS	SCOL Gr	rand Total	Missing 62 50%	8S 33 33%	GED 38 39%	HS 31 91%	MAS 0.00%		Grand Total
Strongly Disagree Mildly Disagree	10	í	15	78	2	28	125	6.25%	4.76%	13 39%	1191%	100 00%	32.60% 10.26%	33 18% 11 58%
Neither Agree nor Disagree Mildly Agree	1 1	8	13	86 124	0	49	157 181	8 25% 6.25%	38 10% 14 29%	11 61%	13 13% 18 93%	0.00%	17 95% 14 65%	14 55% 16 77%
Strongly Agree Missing	1	1	11	117	0	42 25	172 86	6 25% 12 50%	4 76% 4 76%	9 82% 15 18%	17 86% 6 26%	0.00%	1S 38% 9 16%	1S 94% 7 97%
Grand Total	16	21	112	655	2	273	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%
#25 Taught military rank Strongly Disagree	Missing 6	8S 6	GED 44	HS 249	MAS :	SCDL Gr	and Total 387	Missing 37 50%	8S 28 57%	GED 39.29%	HS 38.02%	MAS 50.00%	SCOL 29 67%	Grand Total 35 67%
Mildly Disagree Neither Agree nor Disagree	2 2	3	1S 16	94 103	1	33 63	146	12.50% 12.50%	14.29% 42.86%	13 39% 14 29%	14 35% 15 73%	50.00% 0.00%	12.09%	13.72%
Mildly Agree	3	1	12	111 58	0	44 27	171 95	18.75% 6.25%	476%	1071% 7 14%	16 95% 8 85%	0.00%	16 12% 9.89%	1S 85% 8 80%
Strongly Agree Missing	2	- 1	17	40	0	25	85	12.50%	4.76%	15.18%	6 11%	0.00%	9 16%	7.88%
Grand Total	18	21	112	655	2	273	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%
#26 Taught naval uniforms	Missing	85	GED	HS	MAS S	SCOL Gr	and Total	Missing	BS	GED	HS	MAS	SCOL T	Grand Total
Strongly Disagree	7 0	6	45 16	258 100	2	103 36	421 153	43 75%	28.57% 4.76%	40.18% 14.29%	39.39% 15.27%	100 00%	37.73% 13.19%	39 02% 14 16%
Neither Agree nor Disagree	2	9	17	113	0	58	199	12.50%	42.86%	15.18%	17.25%	0.00%	21.25%	18 44%
Mildly Agree Strongly Agree	1 1	4	10	102 42	0	33 16	147 74	6.25% 25.00%	19.05%	8.25% 8.93%	1S 57% 6 41%	0.00%	12 09% 6 59%	13.62% 6.86%
Missing Grand Total	2	21	17	40 655	0 2	25 273	85 1079	12.50%	476%	1S 16% 100 00%	6 11%	100 00%	9.16%	7 88%
	, ,,,					2,0	.5.5			22 00 .0				,0000
#27 Taught customs & courtesies	Missing	85	GED	HS	MAS S		and Total	Missing	BS	GED	HS	MAS		Grand Total
Strongly Disagree Mildly Disagree	6	S 2	14	221 97	0	84 42	362 156	37 50% 8.25%	23.81% 9.52%	39.29% 12.50%	33.74% 14.81%	0 00%	30 77% 15.38%	33 55% 14 46%
Neither Agree nor Disagree Mildly Agree	3	6 S	20 9	127 115	0	51 43	207 173	16 75% 6.25%	28.57%	17 86% 8 04%	19 39%	0.00%	18 68% 15.75%	19 18% 16 03%
Strongly Agree	3	1	8	54	0	28	94	18 75%	4.76%	7.14%	8 24%	0 00%	10.26%	8 71%
Missing Grand Total	16	21	17	41 655	2	25 273	87 1079	12.50%	9 52%	1S.18% 100.00%	6 26%	0.00%	916%	8.06%
#28 Taught education opportunities Strongly Disagree	Missing 2	BS 2	GED 18	HS 73	MAS S	GCDL Gra	and Total	Missing 12.50%	BS 9.52%	GED 16.07%	HS 11 15%	MAS 0.00%	SCDL 15 38%	Grand Total 12 70%
Mildly Disagree Neither Agree nor Disagree	1	1	12 17	74 77	0	19 32	107 134	6.25% 25.00%	4.76% 19.05%	10.71% 15.16%	11.30%	0.00%	6.96%	9 92% 12 42%
Mildly Agree	0	8	20	200	0	76	304	0 00%	38 10%	17.86%	30.53%	0 00%	27.84%	28 17%
Strongty Agree Missing	7 2	1	28 17	191 40	2	78 26	311 86	43.75% 12.50%	23 81% 4 76%	25.00% 1S 18%	29 16% 6 11%	0 00%	28 57% 9 52%	28 82% 7 97%
Grand Total	16	21	112	655	2	273	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%
#29 Taught advancement system	Missing	85	GED T	HS	MAS S	COL Gra	and Total	Missing	BS	GED (HS]	MAS	SCDL	Grand Total
#29 Taught advancement system Strongly Disagree Mildly Disagree	Missing 0	85	GED 26	88	0	41	and Total	Missing 0.00% 8.25%	BS 476% 0.00%	GED 23.21%	13 44%	MAS 0.00% 0.00%	15 02%	Grand Total 14 46%
Strongly Disagree Mildly Disagree Neither Agree nor Disagree	Missing 0 1 4	1 0 5	26 11 17	88 66 91		41 25 41	156 103 158	0.00% 8.25% 25.00%	476% 0.00% 23.81%	23.21% 9.82% 15.18%	13 44% 10.05% 13.89%	0.00% 0.00% 0.00%	15 02% 9 16% 15.02%	14 46% 9 55% 14 64%
Strongly Disagree Middy Disagree Neither Agree nor Disagree Middy Agree Strongly Agree	Missing 0 1 4 4 5 5	0	26 11 17 20 20	88 66 91 196 172	0	41 25 41 71 69	156 103 158 301 272	0.00% 8.25% 25.00% 25.00% 31.25%	476% 000% 23 81% 42 86% 23 61%	23.21% 9 82% 15.18% 17.86% 17.86%	13 44% 10.08% 13.89% 29 92% 26.26%	0.00% 0.00% 0.00% 50.00% 50.00%	15 02% 9 16% 15 02% 26 01% 25 27%	14 46% 9 55% 14 64% 27 90% 25 21%
Strongly Disagree Middy Disagree Neither Agree nor Disagree Middy Agree	Missing 0 1 4 4 4 5 2 16	1 0 5	26 11 17 20	88 66 91 196	0	41 25 41 71	156 103 158 301	0.00% 8.25% 25.00% 25.00% 31.25% 12.50%	476% 000% 2381% 4286% 2361% 4.76%	23.21% 9.82% 1S.18% 17.86% 17.86% 16.07%	13 44% 10.08% 13.89% 29 92% 26 26% 6 41%	0.00% 0.00% 0.00% 50.00% 50.00%	15 02% 9 16% 15 02% 26 01%	14 46% 9 55% 14 64% 27 90% 25 21% 8 25%
Strongly Disagree Middly Disagree Middly Agree nor Disagree Middly Agree Strongly Agree Misang	0 1 4 4 5 2	1 0 5 9 S	26 11 17 20 20 18	88 66 91 196 172 42	0 0 0 1 1	41 25 41 71 69 26	156 103 158 301 272 89	0.00% 8.25% 25.00% 25.00% 31.25% 12.50%	476% 000% 2381% 4286% 2361% 4.76%	23.21% 9.82% 1S.18% 17.86% 17.86% 16.07%	13 44% 10.08% 13.89% 29 92% 26 26% 6 41%	0.00% 0.00% 0.00% 50.00% 50.00%	15 02% 9 16% 15 02% 26 01% 25 27% 9 52%	14 46% 9 55% 14 64% 27 90% 25 21%
Strongly Ossagree Middy Ossagree Neither Agree nor Ossagree Middy Agree Strongly Agree Missaing Grand Total #730 Taught safety	0 1 4 4 5 2	1 0 5 9 8 1 21	26 11 17 20 20 18 112	88 66 91 196 172 42 655	0 0 0 1 1 1 0 0 2	41 25 41 71 69 26 273	156 103 158 301 272 89 1079	0.00% 8.25% 25.00% 25.00% 31.25% 12.50% 100.00%	476% 0.00% 23.81% 42.86% 23.61% 4.76% 100.00%	23.21% 9 82% 1S 18% 17.86% 17.86% 16.07% 100.00%	13 44% 10.06% 13.89% 29 92% 26 26% 6 41% 100 00%	0.00% 0.00% 0.00% 50.00% 50.00% 0.00% 100.00%	15 02% 9 16% 15 02% 26 01% 25 27% 9 52% 100 00%	14 46% 9 55% 14 64% 27 90% 25 21% 8 25% 100 00%
Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neithy Agree Strongly Agree Missang Grand Total IGG Taught safety Strongly Disagree Missangee	0 1 4 4 5 2	8S 3 2	26 11 17 20 20 18 112 GED	88 66 91 196 172 42 655 HS	0 0 0 1 1 1 0 0 2	41 25 41 71 69 26 273 CDL Gra	156 103 158 301 272 89 1079	0.00% 8.25% 25.00% 25.00% 31.25% 12.50% 100.00% Missang 16.75% 6.25%	476% 0.00% 23.81% 42.86% 23.61% 4.76% 100.00%	23.21% 9 82% 1S 18% 17.86% 16.07% 100.00% GED 32.14% 8 93%	13 44% 10.06% 13.89% 29 92% 26 26% 6.41% 100 00% HS 22 44% 14.81%	0.00% 0.00% 0.00% 50.00% 50.00% 100.00% 100.00%	15 02% 9 16% 15 02% 26 01% 25 27% 9 52% 100 00% SCDL 23 44% 9 16%	14 46% 9 55% 14 64% 27 90% 25 21% 8 25% 100 00% Grand Total 23 45% 12.51%
Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Neither Agree Neither Agree Neither Neither Agree Neither Neither Agree Neither Agree Neither Agree Neither Agree nor Disagree Neither Agree nor Disagree	0 1 4 4 5 2	85 3 2 100 2	26 11 17 20 20 18 112 GED 36 10 27	98 66 91 196 172 42 655 HS 147 97 170	0 0 0 1 1 1 0 0 2 2 MAS 5 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	41 25 41 71 69 26 273 CDL Gra	156 103 158 301 272 89 1079 and Total 253 135 295	0.00% 8.25% 25.00% 25.00% 31.25% 12.50% 100.00% Mssang 16.75% 6.25% 43.75% 12.50%	476% 0.00% 23.81% 42.86% 23.61% 4.76% 100.00% BS 14.29% 9.52% 47.62% 9.52%	23.21% 9 82% 1S.18% 17.86% 17.86% 16.07% 100.00% GED 32.14% 5 93% 24.11% 10.71%	13 44% 10.06% 13.89% 29 92% 26.26% 6.41% 100.00% HS 22.44% 14.81% 25.95% 17.86%	0.00% 0.00% 0.00% 50.00% 50.00% 100.00% 100.00% MAS 0.00% 50.00% 50.00% 50.00%	15 02% 9 16% 15 02% 26 01% 25 27% 9 52% 100 00% SCDL 23 44% 9 16% 29 30% 19 41%	14 46% 9 55% 14 64% 27 90% 25 21% 8 25% 100 00% Grand Total 23 45% 1251% 27 34% 17 33%
Strongly Disagree Mikithy Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Strongly Agree Missaing Grand Total #80 Tawaght safety Strongly Disagree Mikithy Disagree Neither Agree nor Disagree Neither Agree nor Disagree Strongly Agree Mikithy Agree Strongly Agree Mikithy Agree Mikithy Agree Mikithy Agree Mikithy Agree Missaing	0 1 4 4 5 2	8S 3 2	26 11 17 20 20 18 112 GED 36 10 27	98 66 91 196 172 42 655 HS 147 97 170 117 82 42	0 0 0 1 1 1 0 0 2	41 25 41 71 69 26 273 CDL Gra	156 103 158 301 2772 89 1079	0.00% 8.25% 25.00% 25.00% 31.25% 12.50% 100.00% Mssang 16.75% 6.25% 43.75%	476% 0.00% 23.81% 42.86% 23.61% 4.76% 100.00% BS 14.29% 9.52% 47.62%	23.21% 9 82% 15.18% 17.86% 16.07% 100.00% GED 32.14% 5 93% 24.11%	13 44% 10.06% 13.89% 29 92% 26 26% 6.41% 100 00% HS 22 44% 14.81% 25 95%	0.00% 0.00% 0.00% 50.00% 50.00% 100.00% 100.00%	15 02% 9 16% 15 02% 26 01% 25 27% 9 52% 100 00% SCDL 23 44% 9 16% 29 30%	14 46% 9 55% 14 64% 27 90% 25 21% 8 25% 100 00% Grand Total 23 45% 12 51% 27 34%
Strongly Desagree Middy Desagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Middy Agree Middy Agree Middy Disagree Neither Agree nor Disagree Middy Disagree Neither Agree nor Disagree Middy Agree Strongly Agree	0 1 4 4 5 2	85 3 2 100 2	26 11 17 20 20 18 112 GED 36 10 27 12	98 66 91 198 172 42 655 HS 147 97 170 117 82	0 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	41 25 41 71 69 26 273 64 25 80 53 26	156 103 158 301 272 89 1079 and Total 253 135 295 187	0.00% 8.25% 25.00% 31.25% 12.50% 100.00% Missing 16.75% 6.25% 43.75% 12.50%	476% 0.00% 23.81% 42.86% 47.6% 100.00% BS 14.29% 9.52% 47.62% 9.52% 47.62% 9.52% 47.62%	23.21% 9.82% 1S.18% 17.86% 16.07% 100.00% GED 32.14% 6.93% 24.11% 10.71% 8.93% 1S.18%	13 44% 10.05% 13.85% 29 92% 6 41% 100 00% HS 22 44% 14.81% 25 95% 17 86% 12.52% 6 41%	0.00% 0.00% 50.00% 50.00% 100.00% 100.00% 0.00% 50.00% 50.00% 0.00%	15 02% 9 16% 15 02% 26 01% 25 27% 9 52% 100 00% SCDL 23 44% 9 16% 29 30% 19 41% 9 52%	14.46% 9.55% 14.64% 27.90% 25.21% 8.25% 100.00% 100.00% Grand Total 23.45% 12.51% 27.34% 17.33% 11.31%
Strongly Disagree Middy Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Strongly Agree Missaing Grand Total #30 Taught safety Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Massaing Grand Total	0 1 4 4 5 2 16 	8S 3 2 10 2 2 3 1 1 2 1	26 11 17 20 20 18 112 20 20 18 112 20 20 18 112 20 20 10 27 12 10 17 112 20 20 20 20 20 20 2	98 66 91 196 172 42 655 HS 147 97 170 117 82 42 655	MAS S S S S S S S S S S S S S S S S S S	41 25 41 71 69 26 273 CDL Gra	156 103 159 301 272 89 1079 and Total 253 135 295 167 122 87	0.00% 8.25% 25.00% 31.25% 12.50% 100.00%	476% 000% 23 81% 42 86% 23 61% 4.76% 100 00% 8 8 9 52% 47 62% 9 52% 47 62% 9 52% 4 76%	23.21% 9.82% 15.18% 17.86% 16.000% 100.00% GED 32.14% 8.93% 24.11% 10.71% 8.93% 15.18% 100.00%	13 44% 10.08% 13.89% 29 92% 26 26% 6 41% 100 00% HS 22 44% 14.81% 25 95% 17.86% 6 41% 100 00%	0.00% 0.00% 50.00% 50.00% 100.00% 100.00% 0.00% 0.00% 0.00% 0.00%	15 02% 9 16% 15 02% 26 01% 25 27% 9 52% 100 00% SCDL 22 44% 9 16% 29 30% 19 41% 9 52% 9 16% 100 00%	14 46% 9 55% 14 64% 27 90% 25 21% 8 25% 100 00% 100 25 21% 3 25% 100 00% 17.33% 17.33% 10.31% 8.06% 100 00%
Strongly Disagree Middy Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Missaring Grand Total #03 Taught safety Strongly Disagree Alidly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Missaring Grand Total #13 Taught first-aid Strongly Disagree	0 1 4 4 5 2 16 16 17 7 7 2 1 1 2 2	8S 3 2 10 2 2 3 1 1 2 1	26 11 17 20 20 18 112 GED 36 10 27 12 10 17	98 66 91 196 172 42 655 HS 147 97 170 117 82 42 655	MAS S S S S S S S S S S S S S S S S S S	41 25 41 71 69 26 273 50 51 64 25 273 50 53 26 25 273 50 51 64 51 64 51 64 51 64 64 64 64 64 64 64 6	156 103 159 301 272 89 1079 and Total 253 135 295 167 122 87 1079	0.00% 8.25% 25.00%, 31.25% 12.50% 100.00% Messing 16.75% 6.25% 43.75%, 12.50%, 100.00%	476% 0 00% 23 81% 42 86% 23 61% 4.76% 100 00% 85 14.29% 9 52% 47 62% 9 52% 14.29% 100 00% 85 100 00%	23.21% 9.82% 15.18% 17.86% 17.96% 16.07% 100.00% GED 32.14% 6.93% 24.11% 10.71% 8.93% 100.00%	13 44% 10.08% 13.89% 29 92% 26 26% 6 41% 100 00% HS 12.244% 14.81% 25 95% 17 86% 12.52% 6 41% 100 00%	0.00% 0.00% 50.00% 50.00% 100.00% 100.00% 100.00% 50.00% 50.00% 50.00% 100.00%	15 02% 9 16% 15 02% 26 01% 9 52% 9 52% 100 00% SCDL 22 44% 9 16% 9 16% 9 52% 9 16% 100 00% SCOL 42 49%	14 46%, 9 55%, 14 64%, 27 90%, 25 21%, 8 25%, 100 00%, 23 45%, 12 51%, 6 06%, 10 00%, 13 11 31%, 6 06%, 10 00%
Strongly Desagree Midsty Desagree Neither Agree not Disagree Neither Agree not Disagree Neither Agree not Disagree Neither Agree Strongly Agree Missing Grand Total #20 Taught safety Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Missing Grand Total #31 Taught first-aid Strongly Disagree Niddly Disagree Niddly Disagree Niddly Disagree Niddly Disagree Niddly Disagree Niddly Disagree	0 1 4 4 5 2 2 16 16 17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	8S 3 2 1 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1	26 11 17 20 20 18 18 112 20 20 20 20 20 20 20 20 20 20 20 20 20	88 66 91 1986 172 42 655 HS 147 97 655 HS 270 98 152	MAS S MAS S MAS S MAS S 1 0 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	41 41 41 41 41 41 41 41	156 103 159 301 272 89 1079 and Total 253 135 295 167 122 87 1079	0.00% 8.25% 25.00% 31.25% 100.00% 100.	476% 0 00% 23 81% 42 86% 23 61% 4.76% 100 00% 88 14 29% 9 52% 47 62% 9 52% 4 76% 100 00% 100 00%	23 21% 9 82% 15 18% 17.86% 17.96% 16.07% 100.00% GED 32.14% 6 93% 24.11% 10.71% 8.93% 15 18% 100.00%	13 44% 10.08% 13.89% 29.92% 26.26% 6.41% 100.00% HS 22.44% 14.81% 25.95% 17.86% 12.52% 6.41% 100.00%	0.00% 0.00% 50.00% 50.00% 50.00% 100.00% 100.00% 0.00% 50.00% 0.00% 100.00% 100.00%	15 02% 9 16% 15 02% 26 01% 9 52% 100 00% SCDL 23 44% 9 16% 29 30% 19 41% 9 52% 9 16% 100 00% SCOL 42 49% 13 55% 22 34%	14 46% 9.5% 14 64% 27 90% 25 21% 8.25% 100.00% 12.51% 23.45% 12.51% 27.34% 17.33% 8.65% 100.00% 12.55% 13.95% 12.55% 13.9
Strongly Desagree Néther Agree nor Disagree Néther Agree nor Disagree Néther Agree Strongly Agree Néssing Grand Total #50 Taught safety Strongly Disagree Néther Agree nor Disagree Middy Agree Strongly Onsagree Néther Agree nor Disagree Middy Agree #51 Taught first-aid Strongly Osagree Néther Agree	0 1 4 4 5 2 16 16 17 7 2 1 1 2 16 16 16 16 16 16 16 16 16 16 16 16 16	85 3 2 1 100 2 1 1 2 1 2 1 2 1 2 1 2 1 2 1 2	26 11 17 20 20 18 112 20 20 18 112 20 20 18 112 20 20 18 20 27 12 10 17 112 20 54 11	88 66 91 196 172 42 655 HS 147 97 170 117 82 42 655	MAS S MAS S MAS S MAS S	41 25 41 71 71 69 26 273 50 25 273 51 51 69 25 25 273 51 61 77 61 116 37 61 19 9	156 103 158 301 272 89 1079 1079 1079 1079 1079 1079 1079 107	0.00% 8.25% 25.00% 25.00% 25.00% 25.00% 25.00% 110.00%	476% 0 00% 23 81% 42 86% 23 61% 4.76% 100 00% 8 8 14 29% 9 52% 47 62% 9 52% 4 76% 100 00% 8 8 8 8 8 9 52% 14 29% 9 52% 14 29% 9 52% 14 29% 16 20% 17 20% 18	23.21% 9 82% 15.18% 17.86% 17.86% 16.07% 100.00% GED 32.14% 8 93% 24.11% 10.71% 15.18% 100.00% GED 48.21% 9.82% 19.64% 0.00%	13 44% 10.08% 29 92% 6 41% 100 00% HS 22 44% 14.81% 25 95% 17 86% 12.52% 6 41% 100 00%	0.00% 0.00% 50.00% 50.00% 100.00% 100.00% 100.00% 50.00% 50.00% 0.00% 100.00% 100.00%	15 02% 9 16% 15 02% 26 01% 25 27% 9 52% 100 00% SCDL 22 44% 9 16% 29 30% 19 41% 9 52% 9 16% 100 00%	14 46% 95% 1464% 27 90% 25 21% 8 25 21% 8 25 21% 8 25 21% 8 25 21% 100 000 0
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Strongly Designe Midty Designe Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Strongly Agree Missing Grand Total #50 Taught safety Strongly Designee Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Midty Agree Midty Agree Midty Agree Midty Agree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Normal Total #51 Used DEP PQS Missing Don't Know No Yes Grand Total	0 1 4 4 5 2 16 16 17 16 17 17 18 18 18 18 18 18 18 18 18 18 18 18 18	85 6 6 8 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	26 111 177 20 20 18 112 20 20 21 21 21 21 2	88 66 91 196 172 42 655 HS	MAS S MAS S MAS S MAS S MAS S MAS S	41 25 41 71 69 26 273 26 273 26 273 27	156 103 159 301 272 89 1079 1079 1079 1079 1079 1079 1079 107	0.00% 8.25% 25.00% 25.00% 12.50% 10.0	4 76% 4 76% 100 00% 19 05% 100 000% 100 000% 100 000% 100 000% 100 000% 100 000% 100 000% 100 000% 100 000% 100 000% 100 000% 100 000% 100 000 0	22 21% 22 21% 22 21% 22 21% 22 21% 22 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22% 22 22%	13 44% 10.08% 13.89% 13	0.00% 0.00%	15 02% 916% 15 02% 01% 15 02% 01% 15 02% 01% 15 02% 01% 15 02% 01% 15 02% 01% 01% 01% 01% 01% 01% 01% 01% 01% 01	14 46% 95% 195% 195% 195% 195% 195% 195% 195%
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Strongly Designe Middly Designe Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Strongly Agree Missing Grand Total #20 Taught safety Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Middly Agree Strongly Agree Missing Grand Total #31 Taught first-aid Strongly Disagree Neither Agree Middly Agree Strongly Agree Middly Agree Strongly Agree Middly Agree Strongly Agree Middly Agree Strongly Agree Middly Agree M	Meanrg	8S	GED	88 65 91 156 91 158 157 47 97 170 117 82 42 55 55 55 55 55 55 55 55 55 55 55 55 55	MAS S MAS S 0 0 1 1 0 2 MAS S 0 0 1 1 1 0 0 2 MAS S 1 0 1 1 1 0 0 2 1 1 1 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 0 1 1 1 0 0 0 0 0 1 1 1 1 0	41 25 41 71 69 26 273 273 273 275 275 277 275	156 103 159 301 272 80 1079 1079 1079 1079 1079 1071 1079 1071 1079 1071 1079 1071 1079 1071 1079 1071 1079 1071 1079 1079	0.00% 0.00% 0.00% 0.25%	4 70% (28 1%)	22 21 % 9 62% 15 18% 16 70 % 17 68% 17 68% 17 68% 17 68% 17 68% 17 68% 17 68% 17 68% 100 00% 1	13 44% 13 46% 13 46% 13 46% 13 46% 13 46% 13 46% 14 46% 15 46% 14 46% 15 46% 14 46% 15	0.00% 0.00%	15 02% 15	14 46% 95% 14 66% 95% 14 64% 27 95% 14 64% 27 95% 12 51% 825% 100 00% 12 51% 13 51% 16
Strongly Desagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Neither Agree nor Disagree Neither Agree Neithe	Meang	8S 3 2 1 1 21	26 11 17 20 20 18 112 20 20 18 112 20 20 27 12 10 27 112 20 20 20 20 20 20 2	88 65 91 196 177 170 117 82 42 655 152 59 152 59 152 50 24 111 1 11 1 17 7 7 7 7 7 7 7 7 7 7 7 7	MAS S MAS S 0 0 1 1 0 2 MAS S 0 0 1 1 1 0 0 2 MAS S 1 0 1 1 1 0 0 2 1 1 1 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 0 1 1 1 0 0 0 0 0 1 1 1 1 0	41 25 41 71 69 26 273 273 276 273 276 277	156 103 159 301 2772 89 1079 and Total 253 135 295 167 1079 1079 459 151 244 80 90 96 1079 459 1079 46 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 47 1079 1079 1079 1079 1079 1079 1079 107	0.00% 8.25% 25.00% 25.00% 12.50% 10.00% 16.75% 12.50% 6.25% 12.50% 10.00	4 76% 4 76% 100 00% 18 5 14 29% 100 00% 18 6 6 0 00% 18 6 16 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	22 21% 9 62% 15 18% 16 07% 17 68% 17 68% 17 68% 17 68% 17 68% 17 68% 100 00% 18 60 00%	13 44% 10.08% 13.89% 14.81% 10.08% 13.89% 14.81% 10.08% 14.81% 10.00% 14.81% 10.00% 14.81% 16.81% 17.86% 14.81% 17.86% 14.81% 17.86% 14.81% 17.86% 14.81% 17.86% 14.81% 17.86% 14.81% 17.86% 14.81% 17.86% 14.81% 17.86% 14.81% 17.86% 14.81% 17.86% 14.81% 17.86% 16.81% 10.00% 14.82% 17.86% 16.81% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 16.82% 10.00% 14.82% 16.82% 10.00% 14.82% 16.82% 16.82% 16.82% 10.00% 14.82% 16	0.00% 0.00%	15 02% 15	14 46% 95% 146% 179% 141% 59% 126% 179% 141% 59% 126% 179% 141% 59% 126% 179% 141% 59% 179% 141% 59% 126% 179% 189% 189% 189% 189% 189% 189% 189% 18
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Strongly Designe Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neithy Agree Strongly Agree Strongly Agree Neithy Agree Neithy Agree Neithy Agree Neithy Agree Neithy Agree Neither Agree nor Disagree Neithy Agree Neither Agree nor Disagree Neithy Agree Strongly Ossagree Neithy Agree	Mesang	8S 3 2 1 1 21	GED	88 66 67 68 68 69 66 69 69 69 69	MAS S MAS S O 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 0 0 1 1 1 0 1 1 1 1 0 0 0 1		156 103 159 301 272 80 1079 1079 1079 1079 1079 1079 1079 107	0.00% 0.25% 25.00% 25.00% 25.00% 25.00% 31.25% 12.50% 100.00% 12.50% 43.75% 12.50% 100.00% 12.50% 100.00% 12.50% 100.00% 12.50% 100.00% 13.40% 5.63% 100.00% 13.40% 5.63% 100.00% 13.40% 5.63% 100.00% 1	4 76% 42 85% 100 00% 12 81% 100 00% 10	22 21% 9 62% 15 18% 16 00 00% 15 18% 16 00 00% 17 18 18% 16 00 00% 17 18 18% 16 18 18 18 18 18 18 18 18 18 18 18 18 18	13 44% 1 10 00% 1 10	0.00% 0.00%	15 02% 15	14 46% 95% 14 66% 195% 17 95% 17 95% 18 25% 17 95%

#24 Taught melitary drill	<2 mos 2-4 m	os 5-7 m	05 8-10	mos >11 m	nos Missi	no Gra	nd Total <	2 mos	2-4 mos	5-7 mos	8-10 mos	>11 mos	Mesono	Grand Tota
Strongly Disagree Mildly Disagree	160	87 30	75 26	22	14	0	358 125	42 90% 10 99%	41 43% 14 29%	30 74% 10 66%	19 82% 18 02%	23 33% 13 33%	0.00%	33 18 11 5
Neither Agree nor Disagree	84	22 39	35. 54	11 31	5 20	0	157	22 52% 9 92%	10 48% 18 57%	14 34% 22 13%	9 91% 27 93%	8 33%	0 00%	14 55
Mildly Agree Strongly Agree	47	32	53	27	13	o	172	12 60%	15 24%	21 72%	24 32%	21 67%	0.00%	16 77 15 9-
Missing Grand Total	373	210	244	111	60	81	1079	1 07%	100 00%	0.41%	0 00%	100 00%	100 00%	100 00
#25 Taught military rank Strongly Disagree	<2 mos 2-4 mo	92	88	34	17	ng Gra	nd Total <2	41 82%	2-4 mos 43 81%	5-7 mos 38.07%	8-10 mos 30 63%	>11 mos 28 33%	0 00%	Grand Tota 35.81
Mildly Disagree Neither Agree nor Disagree	47 93	34 37	39 38	15 21	13		148 193	12.60% 24.93%	18 19% 17 62%	15 98% 14 75%	13 51% 18 92%	21 67% 10 00%	0.00%	13 77
Mildly Agree	41	33	53	27	17	0	171	10.99% 8.85%	1571%	21.72%	24 32%	28 33%	0 00%	15 85
Strongly Agree Missing	33	0	27	14	ó	81	95 85	0 80%	8.67%	11 07% 0 41%	12 81%	11 67% 0 00%	0.00%	8 80 7 88
Grand Total	373	210	244	111	60	81	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 00
#26 Taught naval uniforms	<2 mos 2-4 mc							mos	2-4 mos	5-7 mos	8-10 mos	>11 mos	Missing	Grand Tota
Strongly Disagree Mildly Disagree	167 44	101 40	94 40	38 15	21 14	0	421 153	44.77% 11 80%	48 10% 19 05%	38 52% 18 39%	34.23% 13.51%	35 00% 23 33%	0.00%	39 02 14 18
Neither Agree nor Disagree Mildly Agree	91	23 30	46	29 19	10		199 147	24 40% 10 99%	10 95% 14 29%	18.85% 20.08%	28.13% 17.12%	16.67%	0.00%	18 44 13 63
Strongly Agree	27	18	14	10	7	ō	74	7 24%	7 62%	574%	9 01%	11 67%	0 00%	8.86
Missing Grand Total	3 373	210	244	111	60	81	1079	0.80%	100 00%	0 41%	0.00%	0.00%	100 00%	7.88
			10.00			la la								
#27 Taught customs & courtesies Strongly Disagree	<2 mos 2-4 mo 159 47	81 44	78 38	77 19	19 8	o Grai	362 156	42 53% 12 80%	2-4 mos 38 57% 20 95%	5-7 mos 31 15% 15 57%	8-10 mos 24 32% 17.12%	31 67% 13.33%	0 00% 0 00%	33 55
Mildly Disagree Neither Agree nor Disagree	84	32	46	31	12	0	207	22.52%	1524%	19 67%	27 93%	20 00%	0.00%	14 46
Mildly Agree Strongly Agree	46 33	38 16	56 23	19 15	14	0	173 94	12.33%	17 14% 7 62%	23 77% 9 43%	17 12%	23 33%	0.00%	18 03
Missing	4	1	. 1	0	ó	81	87	1 07%	0.48%	0.41%	0.00%	0.00%	100 00%	8.08
Grand Total	373	210	244	111]	60	81	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 00
#28 Taught education opportunities	<2 mos 2-4 mo				nos Mrs.sar		nd Total <2		2-4 mos	5-7 mos	8-10 mos	>11 mos	Missing (
Strongly Disagree Mildly Disagree	74 41	30 29	19	10	8	0	137 107	19 84%	14 29%	7 79% 7 79%	7.21% 901%	10 00%	0.00%	12 70 9 92
Neither Agree nor Disagree Mildly Agree	53 94	26 82	33 92	18 36	6 20	0	134 304	14.21% 25.20%	12 38%	13 52% 37 70%	14 41 % 32 43 %	10 00% 33 33%	0.00%	12 42 28 17
Strongly Agree	107	63	80	41	20	0	311	28 69%	30 00%	32.79%	38 94%	33 33%	0.00%	28.62
Missing Grand Total	373	210	244	111	60	81	1079	1 07%	100 00%	0 41%	100 00%	100 00%	100 00%	7 97 100 00
#29 Taughi advancement system	<2 mos 2-4 mo	s 5-7 mo	s 8-10 n	nos >11 m	108 Missir	vs TGran	nd Total <2	mos	2-4 mos	5-7 mos	8-10 mos	>11 mos [1	Vissing (cted Tatal
Strongly Disagree Mildly Disagree	74 38	31 26	29 20	13	9	0	156 103	19 84%	14 78%	11 89% 8 20%	1171%	15 00% 10 00%	0.00%	14 46 9 55
Neither Agree nor Disagree	69	30	39	10	10	0	158	18 50%	14 29%	15 98%	9 01%	18 67%	0.00%	14 64
Mildly Agree Strongly Agree	101	72 50	77	32 43	19 16	0	301 272	27 08%	34 29% 23 81%	31 56% 31 56%	28 83%	31 67% 26 67%	0.00%	27 90° 25 21°
Missing Grand Total	373	210	244	1111	60	81	1079	1.34%	0.48%	0 62%	0.00%	100 00%	100 00%	8 25
ICO Taught safety Strongly Disagree	<2 mos 2-4 mo	54	37	25	13	g Gran	253	33.24%	25 71%	15 16%	8-10 mos 22 52%	21.67%	0.00%	irand Total 23 45
Mildly Disagree Neither Agree nor Disagree	39 123	34 54	42 72	10 33	10	0	135 295	10 46% 32 98%	16 19%	17.21% 29.51%	9.01%	16.67%	0.00%	12.51° 27.34°
Mildly Agree	44)	43	57	26	15	0	187	11 80%	20 48%	23 36%	25.23%	25.00%	0.00%	17 33
Strongly Agree Missing	39	25 0	34	15	9	0 81	122 67	10 46%	11 90% 0 00%	13.93% 0.62%	13 51% 0 00%	15.00%	100 00%	11 31 8 06
Grand Total	373	210	244	111	60	81	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 00
K31 Taught first-aid	<2 mos 2-4 mo					g Gran	d Total <2				3-10 mos			rand Total
Strongly Disagree Mildly Disagree	190	109 34	93 53	43 18	24	0	459 151	50.94%	51.90% 18.19%	38.11%	38 74% 14 41%	40.00% 15.00%	0.00%	42.54° 13.99°
Neither Agree nor Disagree	107 20	33 14	56 28	31					15.71%					22.81
Viidiy Agree Strongly Agree	14			12	15	0	244	28 89%		23.77%	27.93%	25.00%	0.00%	7.44
Vissing		20	10	12	8 8	0	80 59	5 36% 3 75%	8 67% 9 52%	11 46% 4 10%	1081% 8 11%	10.00%	0.00%	5 47
Grand Total	373	20 0 210			8	0	80	5 36%	8.67% 9.52% 0.00%	11 46%	10.81% 8.11% 0.00%	10.00% 10.00% 0.00%	0.00%	7 41° 5 47° 7 97° 100 00°
	373	0	10	9	8 8 0	0 0 61	80 59 86	5 36% 3 75% 0 80%	8.67% 9.52% 0.00%	11 46% 4 10% 0 62%	10.81% 8.11% 0.00%	10.00% 10.00% 0.00%	0.00% 0.00% 100.00%	5 47°
EP Meetings		210	10 2 244	9 0 1111	8 8 0 60	0 0 61 81	80 59 86 1079	5 36% 3 75% 0 80% 100 00%	8 67% 9 52% 0 00% 100 00%	11 45% 4 10% 0 62% 100 00%	10.81% 8.11% 0.00% 100.00%	10.00% 10.00% 0.00% 100.00%	0.00% 0.00% 100.00%	5 47 ⁻ 7 97 ⁻ 100 00 ⁻
DEP Meetings 129 Used DEP PGS Meaning	2 migs 2-4 mig	0 210 as 5-7 mtg	10 2 244 8 8-10 m	9 0 1111 rigs >11 mt	8 8 0 60	0 0 61 81	80 59 86 1079	5 36% 3 75% 0 80% 100 00%	8 67% 9 52% 0 00% 100 00%	11 46% 4 10% 0 62% 100 00%	10.81% 8.11% 0.00% 100.00%	10.00% 10.00% 0.00% 100.00%	0.00% 0.00% 100.00% 100.00%	5 47' 7 97' 100 00'
DEP Meetings	<2 mtgs 2-4 mtg	0 210 ss 5-7 mtg 1 56 156	10 2 244	9 0 1111	8 8 0 60	0 0 61 81	80 59 86 1079	5 36% 3 75% 0 80% 100 00%	8 67% 9 52% 0 00% 100 00% 100 00% 2-4 mtgs 5 0.35% 20 35% 54 74%	11 46% 4 10% 0 62% 100 00% -7 mtgs 0 0 67% 22.62% 40 27%	10 81% 8 11% 0 00% 100 00% 100 00% 3 08% 20 00% 46 15%	10.00% 10.00% 0.00% 100.00% 100.00% >11 mtgs & 5.56% 27.78% 33.33%	0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 100.00%	5 47' 7 97' 100 00' rand Total 8 62' 17.96'
DEP Meetings 122 Used DEP PGS Visions Don't Know	2 migs 2-4 mig 8 8	0 210 sa 5-7 mtg	10 2 244 8 8-10 m	9 0 1111 1112 1118 2 13	8 8 0 60	0 0 61 81	80 59 86 1079 d Total <2 93 194	5 36% 3 75% 0 80% 100 00% 100 00%	8 67% 9 52% 0 00% 100 00% 100 00% 2-4 mtgs 5 0.35% 54 74% 24 56%	11 46% 4 10% 0 62% 100 00% 5-7 mtgs 0 67% 22.62% 40 27% 38 24%	10.81% 8.11% 0.00% 100.00% 100.00% 100.00%	10.00% 10.00% 0.00% 100.00% 100.00%	0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 100.00% 11.19%	5 47 7 97 100 00 100 00 6 62 17.96 50.97 22.43
DEP Meetings 1729 Used DEP POS Massing Donn Know 160 161 161 161 161 161 161 161 161 161	2 mtgs 2.4 mtg 8 84 297 91	0 210 sa 5-7 mtg	10 2 244 8 8-10 m 1 34 80 54	9 0 1111 1112 113 30 20	8 8 0 0 60 60 Missen	0 0 61 81 82 0 1 1 1 84	80 59 86 1079 33 194 550 242 1079	5 36% 3 75% 0 80% 100 00% 1 26% 17 57% 62 13% 19 04%	8 67% 9 52% 0 00% 100 00% 100 00% 20 35% 54 74% 24 56% 100 00%	11 46% 4 10% 0 62% 100 00% 5-7 mtga 100 00% 5-7 mtga 22.62% 40 27% 36 24% 100 00%	10 81% 8 11% 0 00% 100 00% 100 00% 100 00% 46 15% 30 77% 100 00%	10.00% 10.00% 0.00% 100.00% 100.00% 100.00%	0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 11.9% 1.19%	5 47 7 97 100 00 6 62 17.96 50.97 22.43
DEP Meetings 729 Used DEP POS Meserig Don't Krow No	2 mtgs 2.4 mtg 8 84 297 91	0 210 S-7 mtg S-7 mtg	10 2 244 8 8-10 m 1 34 80 54 149	9 0 1111 2 13 30 20 65	8 8 0 0 60 60 Missain 1 5 8 6 6 18	0 0 61 81 82 0 1 1 1 84	80 59 86 1079 d Total <2: 93 194 550 242	5 36% 3 75% 0 80% 100 00% 1 26% 17 57% 62 13% 19 04%	8 67% 9 52% 0 00% 100 00% 100 00% 20 35% 54 74% 24 56% 100 00%	11 46% 4 10% 0 62% 100 00% 5-7 mtga 100 00% 5-7 mtga 22.62% 40 27% 36 24% 100 00%	10 81% 8 11% 0 00% 100 00% 100 00% 100 00% 46 15% 30 77% 100 00%	10.00% 10.00% 0.00% 100.00% 100.00% -11 mtgs A 5.56% 27.78% 33.33% 33.33%	0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 11.9% 1.19%	5 47 7 97 100 00 rand Total 8 62 17 96 50 97 22 43 100 00
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DEP Meetings 128 Used DEP POS 46esing Don't Know 160 179 Grand Total 1721 Completed DEP POS	<2 migs 2-4 mig	0 210 ss 5-7 mtg 1 56 70 285 ss 5-7 mtg 28 46 24 18	10 2 244 3 4 4 5 4 5 4 5 4 5 4 5 4 5 4 5 4 5 4	9 0 111 mtgs >11 mtgs 2 13 30 20 65 >11 mtg 18 7 5 7 8	8 8 0 0 60 60 Missain 1 5 8 6 6 18	9 Grand 81 81 82 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	80 59 86 1079 1079 194 550 242 1079 153 57 69 57	5 36% 3 75% 0 80% 100 00% 1 26% 1 26% 17 57% 52 13% 19 04% 100 00% 2 23 43% 12 34% 3 35% 5 86%	8 67% 9 52% 0 00% 100 00% 100 00% 100 00% 100 00% 100 00% 13.33% 18.84% 8.42% 6.32% 6.32% 6.32%	11 46% 4 10% 0 62% 100 000 0	10 81% 8 11% 0.00% 100 000 0	10.00% 10.00% 0.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%	0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 119% 1.19% 1.19% 1.19% 1.00.00% 1.19% 0.00% 1.19% 0.00%	5 47 7 97 100 00 8 62 17 96 50.97 22 43 100 00 rand Total 17 79 14 18 5.28 8.39 5.26 5.1 07
DEP Meetings 129 Used DEP POS Mesmig Don't Know 140 140 140 141 171 Completed DEP POS Some 141 141 141 141 141 141 141 141 141 14	<2 mtgs 2.4 mtgs 8 8.4 2.27 91 476 <2 mtgs 2.4 mtg 19 18 28 21 242 478 <2 mtgs 2.4 mtg 2.2 mtgs 2.3 mtgs 2.4 mtgs 2.4 mtgs 2.5 mtgs 2.5 mtgs 2.7 mtgs 2.7 mtgs 2.2 mtgs 2.2 mtgs 2.2 mtgs 2.3 mtgs 2.4 mtgs 2.4 mtgs 2.5 mtgs 2.5 mtgs 2.6 mtgs 2.7 mtgs 2.7 mtgs 2.8 mtgs 2.8 mtgs 2.9 mtgs	0 210 210 210 210 210 210 210 210 210 21	10 2 2 2 4 4 8 8 10 m 8 8 10 m 8 8 10 m 9 19 3 4 12 14 10 60 11 4 9	9 0 0 111 mt 12 2 2 2 3 3 3 3 3 3 5 5 5 7 7 5 7 6 5 6 5 6 5	8 8 0 60 Messer 1 5 8 6 18 Messer 4 4 0 1 1 2 4 1 8 1 8	G Gran	80 59 66 1079 194 550 24 1079 192 153 57 551 1079 197 19	5 36% 3 75% 0 60% 100 00% 1 22% 1 3 45% 100 00% 1 2 23 43% 5 86% 4 39% 50 63% 100 00%	8 67% 9 52% 0 00% 100 000 0	11 46% 4 10% 0 62% 0 62% 100 000 0	10.81% 8 11% 0.00% 100	10 00% 10 00% 100 000% 100 00% 100 00% 100 00% 100 00% 100 00% 100 00% 100 00% 100 00%	0 00% 0 00% 100 00% 100 00% 100 00% 119% 119	7 97 100 00 7 100 00 8 62 17 98 50 97 72 43 100 00 7 14 18 5 28 8 39 5 28 5 1 07 100 00
DEP Meetings 729 Used DEP PQS Weseng Don't Know No You You You You You You You	<2 mtgs 84 257 91 478 <2 mtgs 2-4 mtg 112 59 18 28 24 478 <-2 mtgs 2-4 mtg 478 <-2 mtgs 2-4 mtg 478 <-2 mtgs 2-4 mtg 100	9 S-7 mtg S-7 mtg S-8 S-7 mtg S-8 S-7 mtg	10 2 2 2 4 4 8 8 10 m 8 8 10 m 8 8 10 m 9 19 3 4 12 14 10 60 11 4 9	9 0 111 mtgs >11 mtgs 2 2 3 30 20 65 5 11 mtg 4 4 4 4	8 8 0 60 Messer 1 5 8 6 18 Messer 4 4 0 1 1 2 4 1 8 1 8	G Gran	00 59 66 1079 30 194 550 242 1079 153 57 561 1079 161 161 161 161 161 161 161 161 161 16	5 36% 3 75% 0 80% 100 00% 1 26% 1757% 62 13% 19 04% 100 00% 1 23-4% 3 35% 5 86% 4 39% 50 63% 100 00% 1 20 92% 100 00%	8 67% 9 52% 0 00% 100 00% 100 00% 100 00% 1035% 20 35% 24 56% 100 00% 18.84% 8 32% 6 32% 6 32% 6 32% 6 32%	11 46% 4 10% 4 10% 0 52% 100 000 0	10.81% 8.11% 0.00% 1.00 0.00% 1.0	10.00% 10	0 00% 0.00% 100 00% 100 00% 119% 0.00% 119% 1.19% 0.00% 1.19% 0.00% 1.19% 0.00% 1.19% 0.00% 1.00	5 47 7 97 100 00 8 82 17 96 50.97 22 43 100 00 rand Total 17 79 14 18 5.28 8.39 5.27 5.1 07 100 00
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DEP Meetings 729 Used DEP PQS Weseng Don't Know No Yes Grand Total 721 Completed DEP PQS None Some 1atf Alessing Jand Total 723 Total what to expect Nonghy Desgree Midty Disagree Midty Disagree Midty Disagree	<2 mtgs 2-4 mtg 6 84 297 91 478 <2 mtgs 2-4 mtg 112 18 28 21 242 478 <2 mtgs 2-4 mtg 60 4 478 <2 mtgs 2-4 mtg <2 mtgs 2-4 mtg <2 mtgs 2-4 mtg <2 mtgs <2 mtg	9 5-7 mtg 1 1 56 156 70 285 38 46 24 18 139 265 39 5-7 mtg 47 49 37 94 5 5 3 3 285 3 285 3 3 285 3 3 3 3 3 3 3 3 3	10 2 2 2 2 4 4 3 4 5 1 5 1 5 6 5 4 8 0 0 1 4 9 5 1 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6 1	9 0 111 mb 12 mb 12 mb 12 mb 13 mb 14 mb 14 mb 15 mb 17 mb 17 mb 18 mb 1	8 8 0 0 600 Messary 1 5 8 6 18 Messary 1 1 5 8 6 18 Messary 2 4 18 18 19 19 19 19 19 19 19 19 19 19 19 19 19	Grand G Grand G G Grand G G Grand G G G Grand G G G G G G G G G G G G G G G G G G G	80 50 50 66 1079 194 550 242 1079	5 36% 3 75% 0 80% 100 00% 117 57% 62 13% 100 00% 118 74% 3 35% 5 86% 100 00% 118 74% 28 99% 118 74% 0 84% 100 00% 118 74% 100 00	6 67%	11 46% 0 62% 100 00% 1	10 a11% 0.00% 1100 00	10.00% 10	0 00% 1.19% 1.9%	5 47 7 97 100 00 100 100 100 100 100 100 100 100
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EP Meetings 729 Used DEP POS Assemp Non1 Know No Yes To Completed DEP POS None To Completed DEP POS None	<2 mtgs	9 S-7 mtg 1 S6 156 70 285 S-8 S-7 mtg 30 46 24 18 130 285 31 5-7 mtg 47 48 37 37 94 56 3 285 S-7 mtg 47 92 51 20 50 50	10 2 2 244 3 4 3 4 3 4 3 4 3 4 3 4 3 4 3 4	9 0 111 mg 2 11 mg 2 1	8 8 0 0 60 Messary 1 5 8 6 18 Messary 2 4 1 1 1 2 4 1 18 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Grand G Grand G G Grand G G Grand G G G Grand G G G G G G G G G G G G G G G G G G G	80 50 66 1079 194 550 1079 192 132 137 1079	5 36% 3 75% 0 80% 100 00% 117 57% 52 13% 100 00% 12 34% 56 65% 100 00% 12 34% 15 66% 4 19% 56 65% 100 00% 116 74% 0 84% 100 00% 116	8 67% 9 52% 0.00% 100 00% 100	11 a6% 0 62% 100 00% 1	10 a11% 0.00% 1100 00	10.00% 10	0 00% 100 00% 100 00% 100 00% 119% 119% 100 00% 119% 119% 100 00% 119%	5 477 100 00** 100 00** 100 00** 17 99** 18 62** 17 99** 100 00** 17 99** 14 18** 17 79** 100 00** 100 00** 11 30 18** 13 19** 14 18** 15 10** 100 00** 100 00** 11 5 10** 100 00** 11 13 10** 100 00** 11 13 10** 11 15 10*
DEP Meetings 129 Used DEP POS Weseng Don't Know No Yes Grand Total 721 Completed DEP POS Nore Some	<2 mtgs 2-4 mtg 6 84 257 91 478 <2 mtgs 2-4 mtg 112 18 28 21 242 478 <2 mtgs 2-4 mtg 100 85 80 4 478 <2 mtgs 2-4 mtg 60 4 478 <2 mtgs 2-4 mtg 4 478 <2 mtgs 2-4 mtg 12-4 mtg 12-4 mtg 12-4 mtg 12-1 mtg 12-4 mtg 12-1 mtg 12-4 mtg 12-1 mtg	9 S-7 mtg 1 1 1 1 1 1 1 1 1	10 2 2 2 2 4 4 3 4 5 1 5 6 5 4 6 5 1 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	9 0 111 mb 12 mb 1	8 8 0 0 600 Messary 1 5 8 6 18 Messary 1 1 5 8 6 18 Messary 2 4 18 18 19 19 19 19 19 19 19 19 19 19 19 19 19	Grand	86 1079 8	5 36% 3 75% 0 80% 100 00% 117 57% 62 13% 100 00% 118 74% 3 35% 5 86% 100 00% 118 74% 28 99% 18 74% 0 84% 110 0 00% 12 22 43% 10 25% 22 43% 10 25% 22 43% 10 25% 22 43% 10 25% 28 49% 10 25% 22 43% 10 25% 28 49% 10	6 67% 100 00%	11 46% 0 62% 100 00% 1	10 a11% 0.00% 1100 00	10.00% 10	0 00% 100 00%	5 47 7 97 100 00 100 100 100 100 100 100 100 100

			In to						2.4	I	0.40			
#25 Taugh1 military rank Strongly Disagree	<2 mtgs 2-4 m	101	46	18 18	ntgs Missi	0	387	46 44%	2-4 mtgs 35 44%	30 87%	8-10 mtgs 24 62%	11 11%	0 00%	Grand Total 35 87%
Mildly Disagree Neither Agree nor Disagree	55 121	63 41	19 23	9 7	1	0	148	11 51% 25 31%	22.11% 14.39%	12 75% 15 44%	13 85% 10 77%	11 11% 5 56%	0 00%	13 72% 17 89%
Midly Agree Strongly Agree	44 35	54 24	17	12	8	1	171 95	9 21% 7.32%	18 95% 8 42%	29 53% 11 41%	32 31% 18 46%	38 89% 33 33%	1 19% 1 19%	15 85% 8 80%
Missing Grand Total	478	285	149	65	18	82 84	1079	0 21%	0.70%	100 00%	0.00%	100.00%	97 62% 100 00%	7 88%
Gard 10th	1						15.5	100		700000	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		700 00 %	100 00 %
#26 Taught naval uniforms	<2 mtgs 2-4 m		ntgs 8-10	mtgs >11 m	ntgs Missi	ng Gra		2 mtgs	2-4 mtgs	5-7 mtgs	8-10 mtgs			Grand Total
Strongly Disagree Mildly Disagree	234 60	125 54	43 26	15	3	0	421 153	48.95% 12.55%	43 86% 18 95%	28 88% 17.45%	23 08 % 15 38%	18 67% 18 67%	1 19%	39 02% 14 18%
Nether Agree nor Disagree Midly Agree	118 42	36 46	30 35	12 20	3	0	199 147	24 69% 8 79%	12.63%	20.13%	18 46% 30 77%	18 57% 22 22%	0.00%	18 44% 13 62%
Strongly Agree	23	22	15	8	5	82	74 85	481%	7 72% 0 70%	10.07%	12.31%	27.78%	1 19% 97 62%	8 88%
Missing Grand Total	478	285	149	65 65	18	84	1079	100 00%	100 00%		100 00%	100 00%		7 88% 100 00%
#27 Taught customs & courtesies Strongly Disagree	<2 mtgs 2-4 m	tgs 5-7 n	ntgs 8-10	mtgs >11 n	ntgs Missa	ng Gra	nd Total <2 362	mtgs :	2-4 mtgs :	5-7 mtgs 22.82%	8-10 mtgs	>11 mtgs	Missing 1.19%	Grand Total 33.56%
Mildly Disagree	56	64 44	24 27	9	3	ó	156 207	11 72% 24 69%	22.46% 15.44%	18 11%	13 85% 26 15%	18 57%	0 00%	14 46%
Neither Agree nor Disagree Mildly Agree	54	57	39	18	7	ŏ	173	11 30%	20 00%	26 17%	24 62%	38 89%	0.00%	19.18% 16.03%
Strongly Agree Missing	25	26	25	12	0	82	94 87	5 23% 0 63%	9 12% 0.70%	1878%	18 46%	27 78% 0 00%	1.19% 97 62%	8 71% 8 06%
Grand Total	478	285	149	65	18	84	1079	100 00%	100.00%	100.00%	100 00%	100 00%	100 00%	100 00%
#28 Taught education opportunities	<2 mtgs 2-4 m	tgs 5-7 m	tos IA-10	mtgs >11 m	rtgs Missir	m Gran	nd Total <2	mtgs [2-4 mtgs	-7 mtas II	5-10 mtos	>11 mtms	Mission I	Grand Total
Strongly Disagree	92	32 30	10	2	1	0	137	19 25% 12.55%	11.23%	6 71% 7.38%	3 08% 7 69%	5.56% 5.56%	0.00%	12.70%
Mildly Disagree Neither Agree nor Disagree	79	36	11	5	3	ō	134	18.53%	12.63%	7 38%	7.69%	18.67%	0.00%	9 92% 12.42%
Mildly Agree Strongly Agree	127	92 92	57 60	26 27	11	0 2	304 311	26.57% 24.90%	32.28% 32.28%	38.26% 40.27%	40 00% 41 54%	11 11% 81 11%	0 00% 2 38%	28 17% 28 82%
Missing Grand Total	478	3 285	149	65	18	82 84	86 1079	0.21%	1.05%	0.00%	0.00%	0 00%	97 62%	7 97%
					,									
#29 Taught advancement system	<2 mtgs 2-4 m			mtgs >11 m	rtgs Missar				2-4 mtgs 5		3-10 mtgs =	11 mtgs		Grand Total
Strongly Disagree Midty Disagree	105 52	37 33	11	7	2	0	156 103	22.18% 10.88%	12.98% 11.58%	7 38% 8 04%	1.54%	5.56% 11.11%	0.00%	14 46% 9.55%
Neither Agree nor Disagree Midly Agree	91	39	19 55	8 27	3 5	0	158 301	19.04% 25.73%	13.68%	12.75% 36.91%	9.23% 41.54%	18 67% 27 78%	0 00%	14 64% 27 90%
Strongly Agree	102	82 3	56	24	7	82	272 89	21.34%	28 77% 1.05%	38.91%	38 92% 0.00%	38 89%	2.38% 97 62%	25 21% 8 25%
Missing Grand Total	478	285	149	65	18	64	1079	100 00%			100 00%	100 00%	100 00%	100 00%
C	T-0									7 1				
#30 Taught safety Strongly Disagree	<2 mtgs 2-4 mt	70	11	mtgs >11 m	tgs Missir	0	253	34 31%	24 56%	7.38%	10 mtgs 1	5 56%	0 00%	Grand Total 23 45%
Midly Disagree Neither Agree nor Disagree	53 165	54 70	21 41	18	3	0	135 295	11 09% 34 52%	18 95% 24 56%	14 09% 27.52%	8.15% 24.62%	18.67%	0 00%	12.51% 27.34%
Midly Agree Strongly Agree	53 41	57 31	47 29	25 13	5	0	187 122	11.09% 8.58%	20 00%	31.54% 19.46%	38 46% 20.00%	27.78%	0.00%	17.33% 11.31%
Missing	2	3	0	0	0	62	87	0 42%	1.05%	0 00%	0.00%	0 00%	97.62%	8 05%
Grand Total	478	285	149	65	18	84	1079	100 00%	100.00%	100.00%	100.00%	100 00%	100 00%	100 00%
#31 Taught first-aid	<2 mtgs 2-4 mt				tgs Missin	ng Gran				-7 mtgs 8	-10 mtgs 2	11 mtgs	Missing	Grand Total
Strongly Disagree Midly Disagree	257 49	135 53	45 38	18 11	5	ng Gran	459 151	53.77% 10.25%	47.37% 18.60%	7 mtgs 8 30 20% 24.16%	24.62% 18.92%	27.78% 11.11%	1.19% 0.00%	42.54% 13.99%
Strongly Disagree Midly Disagree Neither Agree nor Disagree	257 49 138	135 53 49	45 38 34	18 11 18	5 2 5	0 0	459 151 244	53.77% 10.25% 28.87%	47.37% 18.60% 17.19%	30 20% 24 16% 22 82%	24.62% 18.92% 27.69%	27.78% 11.11% 27.78%	Missing 1.19% 0.00% 0.00%	42.54% 13.99% 22.81%
Strongly Disagree Midty Disagree Neither Agree nor Disagree Middy Agree Strongly Agree	257 49	135 53 49 24 21	45 38 34 19 15	18 11 18 15 5	5 2 5 2 4	0 0 0 1	459 151 244 80 59	53.77% 10.25% 28.87% 4.18% 2.72%	47.37% 18.60% 17.19% 8.42% 7.37%	7 mtgs 8 30 20% 24 16% 22 82% 12.75% 10 07%	24.62% 18.92% 27.69% 23.08% 7.69%	27.78% 11.11% 27.78% 11.11% 27.78% 11.11% 22.22%	Missing 1.19% 0.00% 0.00% 0.00% 1.19%	42.54% 13.99% 22.81% 7.41% 5.47%
Strongly Disagree Midly Disagree Neither Agree nor Disagree Middy Agree	257 49 138 20	135 53 49 24	45 38 34 19	18 11 18 15	5 2 5	0 0	459 151 244 80	53.77% 10.25% 28.67% 4.18% 2.72% 0.21%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05%	30 20% 24 16% 22 82% 12.75% 10 07% 0 00%	24.62% 18.92% 27.69% 23.08% 7.69% 0.00%	27.78% 11.11% 27.78% 11.11% 27.78% 11.11% 22.22% 0.00%	Missing 1.19% 0.00% 0.00% 0.00%	42.54% 13.99% 22.81% 7.41%
Strongly Obsagree Mikdy Obsagree Neither Agree nor Disagree Alkidy Agree Strongly Agree Missary Carad Total	257 49 136 20 13	135 53 49 24 21 3	45 38 34 19 15 0	18 11 18 15 5	5 2 5 2 4	1 0 0 0 1 82	459 151 244 80 59 86	53.77% 10.25% 28.67% 4.18% 2.72% 0.21%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05%	30 20% 24 16% 22 82% 12.75% 10 07% 0 00%	24.62% 18.92% 27.69% 23.08% 7.69% 0.00%	27.78% 11.11% 27.78% 11.11% 27.78% 11.11% 22.22% 0.00%	Missing 1.19% 0.00% 0.00% 0.00% 1.19% 97.62%	42.54% 13.99% 22.81% 7.41% 5.47% 7.97%
Strongh Obagne Medy Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongh Agree Messurg Grand Total Recruiter Contact	257 49 138 20 13 1 1 478	135 53 49 24 21 3 285	45 38 34 19 15 0	18 11 18 15 5 0	5 2 5 2 4 0	1 0 0 0 1 82 64	459 151 244 80 59 86 1079	53.77% 10.25% 28.67% 4.18% 2.72% 0.21% 100.00%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05%	30 20% 24 16% 22 82% 12.75% 10 07% 0.00%	24.62% 18.92% 27.69% 23.08% 7.69% 0.00%	27.78% 11.11% 27.78% 11.11% 27.78% 11.11% 22.22% 0.00%	Missing 1.19% 0.00% 0.00% 0.00% 1.19% 97.62% 100.00%	42.54% 13.99% 22.81% 7.41% 5.47% 7.97% 100.00%
Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Massang Grand Total Recruiter Contact #72 Used DEP PQS Messang	257 49 138 20 13 1 1 478	135 53 49 24 21 3 285	45 38 34 19 15 0	18 11 18 15 5 0	5 2 5 2 4 0	1 0 0 0 1 82 64	459 151 244 80 59 86	53.77% 10.25% 28.67% 4.18% 2.72% 0.21%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05%	30 20% 24 16% 22 82% 12.75% 10 07% 0 00%	24.62% 18.92% 27.69% 23.08% 7.69% 0.00%	27.78% 11.11% 27.78% 11.11% 27.78% 11.11% 22.22% 0.00%	Missing 1.19% 0.00% 0.00% 0.00% 1.19% 97.62% 100.00%	42.54% 13.99% 22.81% 7.41% 5.47% 7.97%
Strongy Osagree Mothy Chargee Nether Agree nor Osagree Nether Agree nor Osagree Nether Agree Strongy Agree Osany Grand Total Recruiter Contact #20 Used DEP PQS Missany Oont Know	257 49 138 20 13 11 476	135 53 49 24 21 3 285	45 38 34 19 15 0 149	18 11 18 15 5 0 65	5 2 5 2 4 4 0 18 18 18 18 18 18 18 18 18 18 18 18 18	1 0 0 0 1 82 64 ssang Gra	459 151 244 80 59 86 1079	53.77% 10.25% 28.67% 4.16% 2.72% 0.21% 100.00% Never 4.65% 20.93%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05% 100.00%	-7 mtgs 8 30 20% 24.16% 22.82% 12.75% 10.00% 100.00%	10 mtgs 24.62% 18.92% 27.69% 23.08% 7.69% 0.00% 100.00% Three 0.90% 19.91%	27.78% 11.11% 27.78% 11.11% 27.78% 11.11% 22.22% 0.00% 100.00%	Missing 1.19% 0.00% 0.00% 1.19% 97.62% 100.00% 1.00%	42.54% 13.95% 22.81% 7.41% 5.47% 100.00% Grand Total 8.62% 17.96%
Strongy Ossagree Melher Agree nor Ossagree Neither Agree nor Ossagree Neither Agree Strongy Agree Ossany Grand Total Recruiter Contact #20 Used DEP PQS Missany Down Troow No Yes	257 49 138 20 13 13 1 478	135 53 49 24 21 3 285	45 38 34 19 15 0 149	18 11 18 15 5 0 65	5 2 4 0 18	1 0 0 0 1 82 64 Ssing Gra	459 151 244 80 59 86 1079 and Total 93 194 550 242	53.77% 10.25% 28.67% 4.18% 2.72% 0.21% 100.00% Never 4.65% 20.93% 65.12% 9.30%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05% 100.00% Once 0.96% 18.67% 18.63%	7 mtgs 8 30 20% 24 16% 22 82% 10 07% 0 00% 100 00% 15 77% 59 88% 21 56% 21 56%	10 mtgs : 24.62% 18.92% 27.69% 23.08% 7.69% 0.00% 100.00% Three 0.90% 19.91% 51.13% 28.05%	27.78% 11.11% 27.78% 11.11% 27.78% 11.111% 22.22% 0.00% 100.00% >Four 0.86% 20.52% 52.48% 26.13%	Missing 1.19% 0.00% 0.00% 1.19% 97.62% 100.00% 1.20% 1	42.54% 13.99% 22.81% 7.41% 5.47% 1.97% 100.00% Grand Total 8.62% 17.98% 50.97% 22.43%
Strongh Obasgree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongh Agree Strongh Agree Missurg Grand Total Recruiter Contact #20 Used DEP PGS Mesang Dont Know No	257 49 138 20 13 11 476	135 53 49 24 21 3 285	45 38 34 19 15 0 149	18 11 18 15 5 0 65	\$ 2 5 2 4 4 0 18 18 PFour Mis 95 243	1 0 0 0 1 82 64 ssang Gra	459 151 244 80 59 86 1079 nd Total 93 194 550	53.77% 10.25% 28.67% 4.18% 2.72% 0.21% 100.00% Never 4.65% 20.93% 65.12% 9.30%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05% 100.00% Once 0.96% 18.67% 63.73%	7 mtgs 8 30 20% 24 16% 22 82% 10 07% 0 00% 100 00% 15 77% 59 88% 21 56% 21 56%	10 mtgs : 24.62% 18.92% 27.69% 23.08% 7.69% 0.00% 100.00% Three 0.90% 19.91% 51.13% 28.05%	27.78% 11.11% 27.78% 11.11% 27.78% 11.111% 22.22% 0.00% 100.00% >Four 0.86% 20.52% 52.48% 26.13%	Missing 1.19% 0.00% 0.00% 1.19% 97.62% 100.00% 1.100.00% 1.100.00% 1.100.00% 1.20% 1	42.54% 13.99% 22.81% 7.41% 5.47% 7.97% 100.00% Grand Total 8.62% 17.98% 50.97%
Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Neither Agree Neither Gree Strongly Agree Neither Grand Total Recruiter Contact #29 Used DEP PQS Neisang Don't Know No Tes Grand Total	257 49 136 20 13 1 478 Never 2 9 28 4 43	135 53 49 24 21 21 3 285 Conce T	45 38 34 19 15 0 149 15 0 149	18 11 18 18 15 5 0 65 0 65	S 2 5 5 7 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7	1 0 0 0 0 1 1 652 644 Sasang Grassing Grassing 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	459 151 244 80 59 86 1079 nd Total 93 93 194 550 242 1079	53.77% 10.25% 28.67% 4.18% 2.72% 0.21% 100.00% Never 4.65% 20.30% 65.12% 9.00%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05% 100.00% 0.96% 18.67% 63.73% 18.63% 100.00%	7 mtgs 8 30 20% 24 16% 22 82% 10 07% 000% 100 00% 1 80% 16.77% 59 88% 21 56% 100 00% 1 100 00%	10 mtgs 2 24.62% 18.92% 27.69% 23.08% 7.69% 100.00%	>Four 086% 20.52% 52.48% 26.13% 100.00%	Missing 1 1.19% 0.00% 0.00% 1.19% 97.62% 100.00% 1.20% 1.20% 0.00% 1.00%	42.54% 13.99% 22.81% 7.41% 5.47% 7.97% 100.00% Grand Total 8.62% 17.98% 22.43% 100.00%
Strongh Obagree Middy Chargere Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongh Agree Neither Contact Recruiter Contact #29 Used DEP PQS Mesarry Don't Know No Yes Grand Total #21 Completed DEP PQS None Some	257 49 136 20 13 1 1 478 Never 2 9 28 4	135 53 49 24 21 3 285 Once T 17 65 19	45 38 34 19 15 0 149 32 3100 36 167	18 11 18 15 5 0 65 65	S 2 5 5 5 7 7 9 73 73 6 7 79 73 6 7 79 73 6 7 79 73 6 7 79 73 6 7	1 0 0 0 1 82 64 1 0 63	459 151 244 80 59 86 1079 nd Total 33 194 550 242 1079	53.77% 10.25% 28.67% 4.18% 2.72% 0.21% 100.00% Never 4.65% 20.93% 55.12% 9.30% 100.00%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05% 100.00% 0.96% 18.67% 63.73% 18.63% 100.00%	7 mtgs 8 30 20% 22 4 16% 22 82% 12.75% 10.07% 0.00% 10.00% 11.80% 16.77% 59 88% 21.56% 10.00% 18.77% 19.16% 18.77% 19.16%	10 mtgs 2 24.62% 18.92% 27.69% 23.08% 7.69% 0.00% 100.	>Four 0.86%, 20.52%, 52.48%, 100.00%	Missing 1.19% 0.00% 0.00% 0.00% 1.19% 97.62% 1.00 0.00% 1.00 0.00% 1.20% 1.20% 1.20% 1.20% 1.20% 1.20% 1.00 0.00% 1.00 0.00%	42.54% 13.99% 22.81% 7.41% 5.47% 7.97% 100.00% Grand Total 8.62% 17.98% 50.97% 22.43% 100.00%
Strongly Disagree Middy Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Nissing Grand Total Recruiter Contact #72 Used DEP PQS Melsang Dont Know No Yes Carad Total #71 Completed DEP PQS None	257 49 136 20 13 1 478 Never 2 9 28 4 43	135 53 49 24 21 3 285 Once T 17 65 19 102	45 38 34 19 15 0 149 15 0 149 167 167 167 167 167 167 167 167 168 167 167 168 167 168 167 168 167 168 168 167 168 168 168 168 168 168 168 168 168 168	18 11 18 18 15 5 0 65 65 11 113 62 221	5 2 5 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	35mg Gra 55mg Gra 55mg Gra 57mg Gra 58mg Gra 57mg Gra 57mg Gra 57mg Gra 57mg Gra 57mg Gra	459 151 244 80 59 86 1079 nd Total 93 194 550 242 1079	S3.77% 10.25% 28.67% 4.18% 2.77% 0.21% 100.00% Never 4.65% 20.93% 65.12% 9.30% 100.00%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05% 100.00% Once 0.96% 18.67% 63.73% 18.63% 100.00%	7 mtgs 8 30 20% 24 16% 22 82% 12 75% 10 07% 100 00% 1 80% 15 77% 59 86% 21 56% 100 00% 1 877% 100 00% 1 877% 100 00% 1 877% 100 00% 1 877% 100 00% 1 877% 100 00% 1 877% 100 00% 1 877% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 100 00% 1 8 77% 1	10 mtgs 2 24.62% 18.92% 27.69% 20.00% 100.00%	-11 mtgs 27.78% 11.11% 27.78% 11.11% 27.78% 11.11% 22.22% 0.00% 100.00% 20.52% 52.48% 26.13% 100.00% 20.52% 52.48% 26.13% 100.00% 20.52% 52.48% 26.13% 100.00% 20.52% 52.48% 26.13%	Missing 1 119% 000% 000% 1.19% 97 62% 100 00% 1.	42,54% 13,99% 22,81% 7,41% 5,47% 1,797% 100,00% Grand Total 8,62% 17,99% 50,97% 22,45% 100,00%
Strongly Obagne Methot Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Strongly Agree Nessung Grand Total Recruiter Contact F20 Used DEP PQS Mesang Don't Know No Yes Carad Total F21 Completed DEP PQS None Some Half Most Ad	257 49 136 20 13 1 1 478 Never 2 9 28 4 43 Never 15 1 1 1	135 53 49 24 21 3 285 Once T 17 65 19 102	45 38 34 19 15 0 143 15 0 143 16 16 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	18 11 18 15 5 0 0 65 113 65 2 211 17 17 18 18 15 5 0 0 1 13 15 62 2 1 13 15 62 2 1 15 15 62 1 15 15 15 15 15 15 15 15 15 15 15 15 1	5 2 5 5 2 4 0 18 18 18 18 18 18 18 18 18 18 18 18 18	1 0 0 0 1 1 1 1 1 1	459 151 244 80 59 86 1079 1079 194 550 242 1079	S3.77% 10.25% 28.67% 4 18% 2.77% 0.21% 100.00% Never 4 65% 20.93% 65.12% 9.30% 100.00%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05% 100.00% Conce 0.96% 18.67% 63.73% 18.63% 100.00% Once 28.47% 11.76% 3.92% 4.90% 3.92%	7 mtgs 8 30 20% 22 416% 22 42 16% 22 42 16% 20 10 07% 0.00% 100 000 0	10 mtgs 2 24.62% 18.92% 27.69% 23.08% 7.69% 0.00% 100.	-11 mtgs 1 77.78% 11.11% 27.78% 11.11% 27.78% 11.11% 20.00% 100.00% 	Messing 1.19% 0.00% 0.00% 1.19% 1.19% 1.19% 1.19% 1.19% 1.19% 1.19% 1.19% 1.19% 1.20% 1.20% 1.20% 1.20% 1.20% 1.00	42 54% 13 99% 22 81% 7 41% 5 47% 7 97% 100.00% Grand Total 8 62% 17 99% 100.00% 17 79% 100.00% 18 18 18 5 28 8 39% 5 28 8 30 8 28 8 28 8 28 8 28 8 28 8 28 8
Strongh Obagree Middy Chargere Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongh Agree Neither Contact Recruiter Contact Reg Used DEP PQS Mesang Dont Know No Yes Grand Total #21 Completed DEP PQS None None Some Half Most	257 49 136 20 13 1 1 478 Never 2 9 28 4 4 43	135 53 49 24 21 3 285 Once T 17 65 19 102	45 38 34 19 15 0 149 15 0 149 16 16 16 16 16 16 16 16 16 16 16 16 16	18 11 18 11 18 15 5 0 0 65 11 13 62 221 11 13 62 221 1 17 18 25 20 18 18	S 2 5 5 2 4 0 18 18 18 18 18 18 18 18 18 18 18 18 18	1	455 151 244 80 59 86 1079 1079 1079 1079 1079	53.77% 10.25% 28.67% 4 18% 2.72% 0.21% 100.00% Never 4 65% 2.33% 65.12% 9.30% 100.00%	47.37% 18.60% 18.60% 17.19% 8.42% 7.37% 1.05% 100.00% 0.96% 18.67% 63.73% 100.00% 0.96% 18.63% 100.00%	7 mlgs 8 30 20% 22 416% 22 82% 12.75% 10.07% 0.00% 10.00%	Three 0 90% 19 14% 15 84% 9 5 88% 42 53%	-11 mtgs 1 -7.78% 11 111% -7.78% 11 111% -7.78% 11 111% -7.78% 11 111% -7.78% 10 00%	Missing 11.19% 0.00% 0.00% 1.19% 97.59% 1.20% 0.00% 1.20% 0.00% 1.00.00% 1.20% 0.00% 1.00%	42.54%, 13.99%, 22.81%, 7.41%,
Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Nissing Grand Total Recruiter Contact #72 Used DEP PQS Melsang Dont Know No Yes Carad Total #71 Completed DEP PQS None Some Half Most AJ Masang Grand Total	257 49 136 20 137 11 478 Never 2 9 28 4 43 Never 15 1 2 1 1 2 1 43	135 53 49 24 21 3 285 Conce T 17 66 19 102 Once T 27 12 4 5 4 50 102	45 38 38 19 19 15 0 149 15 0 167 167	18 18 18 18 18 18 18 18 18 18 18 18 18 1	5 2 5 5 2 4 4 0 18 18 18 18 18 18 18 18 18 18 18 18 18	Sasng Gra Sasng Gra 64 63 1 0 0 1 82 64 64 65 65 67 68 68 68 68 68 68 68 68 68	459 151 244 80 80 86 1079 194 33 194 550 242 1079 1079 1079 1079 1079	S3.77% 10.25% 28.67% 4 18% 2.72% 0.21% 100.00% Never 4 55% 20.93% 65 12% 100.00% Never 34.85% 100.00% Never 34.85% 100.00%	47.37% 18.60% 17.19% 8.42% 7.37% 1.05% 100.00% 0.96% 18.67% 63.73% 18.63% 100.00% 0.96% 11.76% 3.92% 4.90% 3.92% 4.90% 100.00%	7 mtgs 8 30 20% 24 16% 22 82% 12 75% 10 07% 000% 100 00% 18 77% 100 00% 18 77% 100 00% 18 77% 100 00% 18 77% 100 00% 18 75% 100 00% 18 75% 100 000% 100 00% 10	10 mtgs 2 4 62% 18.92% 18.92% 27.69% 20.00% 10	11 mtgs 27.78% 11.11% 27.78% 11.11% 27.78% 11.11% 27.78% 11.11% 27.22% 0.00% 100.00%	Missing 1.19% 0.00% 0.00% 1.19% 97.59% 1.20% 1.20% 1.00% 0.00% 1.0	12,54% 12,54% 2,64% 5,47% 5,47% 100,00% 100,00% 100,00% 100,00% 100,00% 17,79% 14,18% 5,28% 5,28% 5,107% 100,00%
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Strongly Disagree Neither Agree nor Disagree Neither Contact #20 Used DEP PQS Mesang Don't Know No Yes Grand Total #21 Completed DEP PQS None Some Hell Half Most AJ Missang Grand Total #22 Told what to expect Strongly Disagree Neither Agree nor Disagree Neither Agree Neither Agree nor Disagree	Never 19 19 19 19 19 19 19 1	Once T 1 17 65 19 102 Once T 27 12 4 5 5 4 5 5 102 Once T 102 Once T 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	45 38 34 19 15 0 149 15 0 160 160 160 160 160 160 160 160 160 1	18	S 2 5 5 6 5 6 6 6 6 9 9 1 100 2 2	Samp Grassing Grassin	455 151 244 400 59 66 1079 107	S3.77% 10.25% 28.67% 4 18% 272% 0.21% 100.00% Never 4 65% 20.93% 65.12% 9.30% 100.00% Never 41.9% 18.60% 23.3% 23.3% 23.3% 00.00% Never 58.14% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63% 8.98% 11.63%	47 37% 18 60% 17 19% 18 60% 17 19% 18 60% 17 19% 18 60% 100 00	7 migs 18 30 20% 24 16%	19 20 6% 13 12% 20 6% 17 19 19 1% 15 20 6% 16 20 6% 17 19 19 10 10 10 10 10 10 10 10 10 10 10 10 10	-11 migs 1 77 78% 11115% 27 78	Messing 1 19% 0 00% 0 00% 1 19% 0 10% 1 19% 1 100 00% 1	42 54% 13 95% 14 56% 16 77 97% 15 94% 7 97% 15 94% 7 97% 15 94% 7 97% 15 94% 100 00% 14 95% 16 95% 1
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Strongly Disagree Neither Agree nor Disagree Neither Agree Strongly Agree Missing Grand Total Recruiter Contact #20 Used DEP PQS Missing Don't Know No Yes Grand Total #21 Completed DEP PQS None Some Haif Most All Missing Grand Total #23 Tody What to expect Strongly Disagree Neither Agree nor Disagree Neither Agree nor Disagree Neither Agree Neither A	Never 19 18 19 19 19 19 19 19	135 53 49 24 21 3 285 Once T 17 66 19 102 Once T 27 12 4 50 102 Once T 27 12 4 5 4 50 102 Once T 11 17 5 14 15 102 Once T 103 Once T 104 Once T 105 Once T 107 Once T 108 Once T 109 Once T	45 38 34 19 15 0 149 15 0 0 149 16 17 16 17 17 16 17 16 17 17 16 17 17 18 18 18 18 18 18 18 18 18 18 18 18 18	18	S S S S S S S S S S	Samp Grassing Grassin	455 151 244 400 59 66 1079 192 153 57 69 57 551 1079 161 166 142 132 152 153 157	S3 77% 10 25% 28 67% 4 18% 277% 100 00% Never 4 65% 20 93% 65 12% 9 30% 100 00% Never 34 88% 2 33% 2 33% 5 3 49% 100 00% Never 5 1 14% 11 63% 8 98% 11 63% 8 98% 11 63% 11 63% 8 98% 11 63% 8 98% 11 63% 1	47 37% 18 67% 19 75% 25 59% 25 59% 25 59% 26 5	7 mgs 8 30 20% 30 20% 24 16% 30 20% 24 16% 31 22 82% 12 25% 10 00% 10 00% 10 00% 10 00% 10 00 00 00% 10 00 00 00% 10 00 00 00 00 00 00 00 00 00 00 00 00	19 20 5% 100 00% 17 12 12% 100 00% 100 00% 17 12 12% 100 00% 100 00% 17 12 12% 100 00% 17 12 12% 100 00% 100 00% 17 12 12% 100 00% 100 00% 17 12 12% 100 00%	77 78% 11 11% 11% 11% 11% 11% 11% 11% 11% 11	Messing 1 1994 0 00% 1 1994 1 100 00% 1 100 00	32 54%, 13 29%, 22 81%, 7 41%, 5 47%, 7 41%, 5 47%, 100 00%, 100 00%, 2 6 7 7 9 7 8 7 8 7 9 7 9 7 8 7 9 7 9 7 9 7
Strongly Disagree Neither Agree nor Disagree No Yes Grand Total #20 Used DEP PQS No Yes Grand Total #21 Completed DEP PQS No Yes Grand Total #22 Total #23 Total #23 Total #24 Taught military drill \$Trongly Disagree Neither Agree nor Disagree Neither Agree	Never 19 19 19 19 19 19 19 1	Once T 1 17 66 19 102 Once T 1 102 Once T 1 102 Once T 1 1 102 Once T 1 1 102 Once T 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	45 38 34 19 15 0 149 15 0 149 15 0 149 167 167 174 167 167 167 167 167 167 167 167 167 167	18	S 2 5 5 2 4 0 16 16 16 16 16 16 16 16 16 16 16 16 16	1 0 0 0 0 0 0 0 0 0	455 151 244 00 59 86 1079 md Total 192 153 242 1079 md Total 192 153 57 551 1079 md Total 166 142 312 209 89 1079 md Total 161 168 162 172 208 89 1079 md Total 172 88 1079	S3 77% 10 25% 28 67% 4 18% 277% 100 00% Never 4 65% 20 93% 65 12% 9 30% 100 00% Never 34 88% 2 33% 2 33% 5 3 49% 100 00% Never 5 1 14% 11 63% 8 98% 11 63% 8 98% 11 63% 11 63% 8 98% 11 63% 8 98% 11 63% 1	47 37% 18 60% 17 19% 18 60% 17 19% 18 60% 100 00% 18 67% 18 67% 18 67% 18 70 98% 100 00% 18 67% 18 70% 18 67% 18 6	7 mgs 10 30 20% 30 20% 24 16% 30 20% 24 16% 30 20% 24 16% 30 20%	100 00% Three 13 12% 14 58% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 15 20% 16 20% 17 20% 1	77 78% 11 11% 27 78% 11 11% 27 78% 11 11% 27 78% 11 11% 27 78% 10 10 10% 11 11% 27 78% 10 10 10% 11 11% 11 11% 11 11% 11 11% 11 11% 11 11	Mesong 1 19% 0 00% 0 00% 1 120	42.54% 13.99% 22.81% 7.41% 5.47% 7.41% 5.47% 100.00% 1
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Strongly Disagree Neither Agree nor Disagree No Yes Grand Total #20 Used DEP PQS No Yes Grand Total #21 Completed DEP PQS No Yes Grand Total #22 Total #23 Total #23 Total #24 Taught military drill \$Trongly Disagree Neither Agree nor Disagree Neither Agree	Never 19 8 1 1 1 23 1 1 1 23 1 1 23 1 1 1 23 1 1 1 23 1 1 1 23 1 1 2 1 1 1 2 1 1 1	Once T 1 17 66 19 102 Once T 1 1 102 Once T 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	45 38 34 19 15 0 149 15 0 0 149 16 17 16 17 17 16 17 17 16 17 17 18 18 18 18 18 18 18 18 18 18 18 18 18	18	S S S S S S S S S S	Sang Grand G	455 151 244 400 59 66 1079 192 153 57 69 57 551 1079 166 162 312 200 29 1079 166 162 312 200	S3 77% 10 25% 28 67% 4 18% 278% 10 20% 10 100 00% 100 00% 100 00% 100 00% 100 00% 100 00% 100 00% 100 00% 11 63% 1	47 37% 18 67% 19 67 68 68 68 68 68 68 68 68 68 68 68 68 68	7 mgs 18 30 20% 24 16% 10 20% 24 16% 10 20% 12 25% 10 20%	10 migs 2 2 4 62% 18 22	-11 m/gs 1 27.78% 11 11% 11% 11% 11% 11% 11% 11% 11% 11	Messing 1 19% 0 00% 0 00% 1 20% 1 20% 0 00% 0 00% 1 20	13.9% 12.54% 13.9% 12.81% 14.9% 100.00% Grand Total 17.79% 14.18% 100.00% Grand Total 17.79% 14.18% 100.00% Grand Total 14.92% 13.36% 13.18% 100.00% Grand Total 13.31.65% 14.55% 16.77% 15.58% 17.99% 16.77% 17.99% 18.25% 100.00%

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#26 Taught naval uniforms	Never	Once	Twice	Three	>Faur	Missing	Grand Total	Never	Once	Twice	Three	>Four	Missing	Grand To
Strongly Disagree	27	54	75	104	160	1,	421	62 79%	52 94%	44 91%	47 06%	34 56%	1.20%	39 0
Mildly Disagree	4	19	28	31	70	- 1	153	9 30%	18 63%	18 77%	14 03%	15 12%	1 20%.	141
Neither Agree nor Disagree	7	18	34	41	99	0	199	16 28%	17 65%	20 36%	18 55%	21 38%	0.00%	18 4
Mildly Agree	3	9	22	33	80	0	147	6 98%	8 82%	13 17%	14 93%	17 28%	0 00%	136
Strongly Agree	2	2	7	11	52	0	74	4 65%	1 96%	4 19%	4 98%	11 23%	0 00%	8 8
Missing	0	0	1	1	2	81	85	0.00%	0.00%	0 60%	0 45%	0 43%	97 59%	7.8
Grand Total	43	102	167	221	463	63	1079	100.00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 0
#27 Yaught customs & courtesies	Never	Once	Twice	Three	>Four	Missing	Grand Total	Never	Once	Twice	Three	>Four	Missing	Grand To
Strongly Disagree	24	50	64	80	143	1.	362	55 81%	49 02%	38 32%	36 20%	30 89%	1 20%	33 5
Mildly Disagree	5	17	25	39	70	0	156	11 63%	18 67%	14 97%	17 65%	15 12%	0.00%	144
Neither Agree nor Disagree	9	18	31	43	105	1	207	20 93%	17.65%	18 56%	19 46%	22 68%	1 20%	191
Mildly Agree	4	13	35	39	82	0	173	9 30%	12.75%	20 96%	17 65%	1771%	0 00%	18 0
Strongly Agree	1	3	10	19	81	0	94	2.33%	2.94%	5.99%	8 60%	13 17%	0.00%	87
Missing	0	1	2	1	2	81	87	0.00%	0.98%	1.20%	0 45%	0 43%	97.59%	8 (
Grand Total	43	102	167	221	463	83	1079	100 00%	100 00%	100 00%	100.00%	100 00%	100 00%	100 (
#28 Taught education opportunities	Never	Once	Twice	Three	>Four	Messing	Grand Total	Never	Once	Twice	Three	>Four	Missing	Grand To
Strongly Disagree	10	15	34	25	53	0	137	23 26%	14 71%	20 36%	11.31%	11 45%	0.00%	127
Mildly Disagree	8	19	19	24	37	0	107	18 60%	18.63%	11 38%	10 86%	7 99%	0.00%	9.9
Neither Agree nor Disagree	8	23	20	27	57	1	134	1395%	22.55%	11.98%	12.22%	12.31%	1.20%	12
Mildly Agree	14	24	52	67	146	- 1	304	32.56%	23.53%	31 14%	30 32%	31.53%	1.20%	28
Strongly Agree	5	21	41	76	168	0	311	11 63%	20 59%	24.55%	34 39%	36 29%	0.00%	28
Missing	0	0	1	2	2	81	88	0.00%	0.00%	0 60%	0.90%	0.43%	97 59%	7.5
Grand Total	43	102	167	221	463	63	1079	100 00%	100.00%	100 00%	100 00%	100 00%	100.00%	100.0
729 Taught advancement system	Never	Once	Twice	Three	>Four	Missang	Grand Total	Never	Once	Twice	Three	>Four	Missing	Grand To
Strongly Disagree	19	24	30	29	54	9	156	44 19%	23.53%	17.96%	13.12%	11.66%	0 00%	14.4
Midty Disagree	8	16	18	24	36	1	103	18 60%	15.69%	10 78%	10 86%	7.78%	1.20%	9.5
Neither Agree nor Disagree	3	23	24	34	73	1	156	8 96%	22.56%	14 37%	15.38%	15.77%	1.20%	14.6
Mildly Agree	11	18	57	68	147	0	301	25.58%	17 65%	34 13%	30 77%	31.75%	0.00%	27 9
Strongly Agree	2	21	36	84	149	0	272	4 65%	20.59%	21.56%	28.96%	32.18%	0.00%	25.2
Missing	0	0	2	2	4	81	89	0.00%	0.00%	1 20%	0.90%	0.86%	97.59%	8.2
														100.0
Grand Total	43	102	167	221	463	83	1079	100 00%	100 00%	100 00%	100 00%	100.00%	100 00%	
Grand Total	43	102	167[463	83]	1079	100.00%	100 00%]	100 00%[100 00%	100.00%]	100 00%	
ISO Taught safety	Never	Once	Twice	Three	>Four	Missing	Grand Total	Never	Once	Twice	Three	>Four	Missing	
ISO Taught safety Strongly Disagree	Never 24	Once 36	Twice 50	Three 52	>Four	Messing 0	Grand Total 253	Never 55.81%	Once 35.29%	Twice 29.94%	Three 23 53%	>Four	Missing 0.00%	Grand To
ISO Taught safety Strongly Disagree Midy Disagree	Never 24 7	Once 36 25	Twice 50	Three 52 27	>Four 91 56	Missing	Grand Total 253	Never 55.81% 18.28%	Once 35.29% 24.51%	Twice 29.94% 11.98%	Three 23 53% 12.22%	>Four 19.65% 12.10%	Missing 0.00% 0.00%	23 4 12.5
ISO Taught safety Strongly Disagree Midy Disagree	Never 24	Once 36 25 22	Twice 50 20 47	Three 52 27 78	>Four 91 56 141	Messing 0	Grand Total 253 135 296	Never 55.81% 18.28% 13.95%	Once 35.29% 24.51% 21.57%	Twice 29.94% 11.98% 28.14%	Three 23 53% 12.22% 35.29%	>Four 19.65% 12.10% 30.45%	Missing 0 00% 0.00% 1.20%	23 4 12.5
ISIO Taught safety Strongly Disagree Mother Agree not Disagree Vether Agree nor Disagree	Never 24 7	Once 36 25	Twice 50	Three 52 27	>Four 91 56	Messing 0	Grand Total 253	Never 55.81% 18.28%	Once 35.29% 24.51%	Twice 29.94% 11.98%	Three 23 53% 12.22%	>Four 19.65% 12.10%	Missing 0.00% 0.00%	23 4 12 5 27 3
ISO Taught safety Strongly Disagree Middy Ossagree Netther Agree nor Disagree Middy Agree	Never 24 7 6	Once 36 25 22	Twice 50 20 47	Three 52 27 78	>Four 91 56 141	Messing 0	Grand Total 253 135 296	Never 55.81% 18.28% 13.95%	Once 35.29% 24.51% 21.57%	Twice 29.94% 11.98% 28.14%	Three 23 53% 12.22% 35.29%	>Four 19.65% 12.10% 30.45%	Missing 0 00% 0.00% 1.20%	23 4 12 5 27 3 17 3
N30 Taught safety Strongly Disagree Muldy Disagree Nether Agree nor Disagree Muldy Agree Strongly Agree	Never 24 7 6 6 4	Once 36 25 22 12	Twice 50 20 47 25	Three 52 27 78 40	>Four 91 56 141 106	Messing 0	Grand Total 253 135 295 167	Never 55.81% 18.28% 13.95% 9.30%	Once 35.29% 24.51% 21.57% 11.78%	Twice 29.94% 11.98% 28.14% 14.97%	Three 23 53% 12.22% 35.29% 18 10%	>Four 19.65%, 12.10% 30.45% 22.89%	Missaing 0.00% 0.00% 1.20% 0.00%	
ISO Taught safety Strongly Disagree Middy Ossagree Netther Agree nor Disagree Middy Agree	Never 24 7 6 6 4 2 2	Once 36 25 22 12 7	Twice 50 20 47 25	Three 52 27 78 40 21	>Four 91 56 141 106 67	Missing 0 0 0 1 1 0 1 1	Grand Total 253 135 296 167 122	Never 55.81% 18.28% 13.95% 9.30% 4.65%	Once 35.29% 24.51% 21.57% 11.78% 8.86%	Twice 29 94% 11 98% 28 14% 14 97% 14 37% 0 60%	Three 23 53% 12.22% 35.29% 18 10% 9 50%	>Four 19.65% 12.10% 30.45% 22.89% 14.47%	Missing 0.00% 0.00% 1.20% 0.00% 1.20%	23 - 12 : 27 : 17 : 11 .: 8 :
ISO Taught safety Strongly Disagree Hiddly Disagree Hebrer Agree nor Disagree Hiddly Agree Strongly Agree Hiddly Agree Hiddly Agree Hiddly Agree Hiddly Agree	Never 24 7 6 4 2 2 0	Once 36 25 22 12 7 0	Twice 50 20 47 25 24 1	Three 52 27 78 40 21 3	>Four 91 56 141 106 67 2	Missing 0 0 0 1 1 0 1 1 81	Grand Total 253 135 295 167 122 67	Never 55.81% 18.28% 13.95% 9.30% 4.65% 0.00%	Once 35.29% 24.51% 21.57% 11.78% 8.86% 0.00%	Twice 29 94% 11 98% 28 14% 14 97% 14 37% 0 60%	Three 23 53% 12.22% 35.29% 18 10% 9 50% 1 36%	>Four 19 65% 12 10% 30 45% 22 89% 14 47% 0 43%	Missing 0.00% 0.00% 1.20% 0.00% 1.20% 97.59%	23 4 12 5 27 3 17 3 11 3
OD Taught safety Strongly Disagree indely Disagree lether Agree nor Disagree idely Agree proncyly Agree ideary grand Total ST Taught first-aidd	Nevor 24 7 6 4 2 0 43	Once 36 25 22 12 7 0 102 Once	Twice 50 20 47 25 24 1 1 167	Three 52 27 78 40 21 3 221	>Four 91 56 141 106 67 2 463	Missing 0 0 0 1 1 0 1 1 81	Grand Total 253 135 296 167 122 67 1079	Never 55.81% 18.28% 13.95% 9.30% 4.65% 0.00% 100.00%	Once 35.29% 24.51% 21.57% 11.78% 8.86% 0.00% 100.00%	Twice 29 94% 11 98% 28 14% 14 97% 14 37% 0 60% 100 00%	Three 23 53% 12 22% 35.29% 18 10% 9 50% 1 36% 100 00%	>Four 19 65% 12.10% 30 45% 22.89% 14 47% 0 43% 100 00%	Missing 0.00% 0.00% 1.20% 0.00% 1.20% 1.20% 1.20% 1.00%	23 4 12 5 27 3 17 3 11 3 8 0 100 0
ISO Taught safety Strongly Disagree Holdy Ossagree Holdy Ossagree Holdy Agree Porongly Agree Holdy Agr	Never 24 7 6 4 2 0 0 43	Once 36 25 22 12 7 0 102	Twice 50 20 47 25 24 1 167	Trivee 52 27 78 40 21 3 221	>Four 91 56 141 106 67 2 463	Masing 0 0 0 1 1 0 0 1 81 63	Grand Total 253 135 295 167 122 67 1079 Grand Total 459	Never 55.81% 18.28% 13.95% 9 30% 485% 0.00% 100.00%	Once 35.29% 24.51% 21.57% 11.78% 8.86% 0.00% 100.00%	Twice 29 94% 11 98% 28 14% 14 97% 14 37% 0 60% 100 00%	Three 23 53% 12.22% 35.29% 18 10% 9 50% 1 36% 100 00%	>Four 19 65% 12 10% 30 45% 22 89% 14 47% 0 43% 100 00%	Missing 0.00% 0.00% 1.20% 0.00% 1.20% 97.59% 100.00%	23 4 12 5 27 3 17 3 11 3 8 0
CSO Taught safety Strongly Disagree Middy Disagree Hebber Agree nor Disagree Hebber Agree nor Disagree Hebber Agree Strongly Agree Hesang Jeand Total CST Taught first-aild Strongly Disagree	Nevor 24 7 6 4 2 0 43	Once 36 25 22 12 7 0 102 Once	Twice 50 20 47 25 24 1 1 167	Three 52 27 78 40 21 3 221	>Four 91 56 141 106 67 2 463	Masing 0 0 0 1 1 0 0 1 81 63	Grand Total 253 135 296 167 122 67 1079	Never 55.81% 18.28% 13.95% 9.30% 4.65% 0.00% 100.00%	Once 35.29% 24.51% 21.57% 11.78% 8.86% 0.00% 100.00%	Twice 29 94% 11 98% 28 14% 14 97% 14 37% 0 60% 100 00%	Three 23 53% 12 22% 35.29% 18 10% 9 50% 1 36% 100 00%	>Four 19 65% 12.10% 30 45% 22.89% 14 47% 0 43% 100 00%	Missing 0.00% 0.00% 1.20% 0.00% 1.20% 1.20% 1.20% 1.00%	23 4 12 5 27 3 17 3 11 3 8 0 100 0
ISO Taught safety Strongly Disagree Middy Ossagree Middy Ossagree Middy Agree Forongly Agree Middy Agree Middy Agree Middy Agree Middy Mid	Never 24 7 6 4 2 0 43	Once 36 25 22 12 7 0 102 Once 60	Twice 50 20 47 25 24 1 167 Twice 81	Three 52 27 78 40 21 3 221 Three 93	>Four 91 56 141 106 67 2 463 >Four 197	Missing 0 0 0 1 1 0 0 1 1 63 Missing 2	Grand Total 253 135 295 167 122 67 1079 Grand Total 459	Never 55.81% 18.28% 13.95% 9 30% 465% 000% 100.00%	Once 35 29% 24 51% 21.57% 11.78% 8.86% 0.00% 100.00%	Twice 29 94% 11 98% 28 14% 14 97% 14 37% 0 60% 100 00%	Three 23 53% 12.22% 35.29% 18 10% 9 50% 1 36% 100 00%	>Four 19.65% 12.10% 30.45% 22.89% 14.47% 0.43% 100.00%	Missing 0.00% 0.00% 1.20% 0.00% 1.20% 97.59% 100.00%	23 4 12.5 27 3 17 3 11.3 8 0 1000 Grand To 42.5
ISO Taught safety Strongly Disagree Voidey Designee Voidey Designee Voidey Agree nor Disagree Voidey Agree Voidey Disagree Voidey Disagree Voidey Disagree Voidey Disagree	Nevor 24 7 6 4 2 0 43	Once 36 25 22 12 7 0 102 Once 60 17	Twice 50 7 20 47 25 24 1 167 167	Three 52 27 78 40 21 3 221 Three 93 39 57	>Four 91 56 141 106 67 2 2 463 >Four 197 70 1122	Missing 0 0 0 1 1 0 0 1 1 63 Missing 2	Grand Total 253 135 296 167 122 67 1079 Grand Total 459 151 244	Never 55.81% 18.28% 13.95% 9.30% 4.65% 0.00% 100.00% Never 60.47% 8.98% 18.60%	Once 35.29% 24.51% 21.57% 11.78% 8.86% 0.00% 100.00% Once 58.82% 18.67% 18.67%	Twice 29 94% 11 59% 28 14% 14 97% 14 37% 0 60% 100 00% Twice 48 50% 13 17% 22 75%	Three 23 53% 12 22% 35.29% 18 10% 9 50% 1 36% 100 00% Three 42.08% 17.65%	>Four 19.65%, 12.10%, 30.45%, 22.69%, 14.47%, 0.43%, 100.00%, >Four 42.55%, 15.12%, 26.36%,	Missing 0 00% 0.00% 1.20% 0.00% 1.20% 100.00% 1.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%	23 4 12 5 27 3 17 3 11 3 8 0 1000 Grand To 42 5 13 9 22 8
CO Taught safety Strongly Disagree Aldry Disagree Aldry Disagree Aldry Disagree Aldry Agree Strongly Agree Searing Grand Total CO Taught first-aid Strongly Disagree Aldry Disagree Heather Agree nor Disagree Heather Agree nor Disagree Heather Agree nor Disagree	Never 24 7 6 4 2 0 0 43	Once 36 25 22 12 7 0 102 Once 60 17	Twice 50 20 47 25 24 1 167 Twice 81 22 36 13	Three 52 27 78 40 21 3 221 Three 93 39 57 19	>Four 91 56 141 106 67 2 463 >Four 197 70 122 39	Missing 0 0 0 1 0 1 61 63 63 63 63 63 63 63 63 63 63 63 63 63	Grand Total 253 135 295 167 122 67 1079 Grand Total 459 151 244 80	Never 55.81% 18.28% 13.95% 9.30% 4.65% 0.00% 100.00% Never 60.47% 8.96% 18.60% 11.63% 16.63%	Once 35 29% 24 51% 21.57% 11.78% 8 86% 0.00% 100.00% 0.00% 18 67% 18 65% 18 65% 3.32%	Twice 29 94% 11 98% 28 14% 14 97% 14 37% 160% 100 00% Twice 48 50% 13 17% 22 75% 7.78%	Three 23 53% 12 22% 35.29% 18 10% 9 50% 1 36% 100 00% Three 42.08% 17.65% 25.79% 8 60%	>Four 19.55% 12.10% 30.45% 22.69% 14.47% 0.43% 100.00% >Four 42.55% 15.12% 26.36% 8.42%	Missing 0.00% 0.00% 1.20% 0.00% 1.20% 0.00% 1.20% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00%	23 4 12 5 27 3 17 3 11 3 8 0 1000 Grand To 42 5 13 9 22 8 7 4
ISO Taught safety Strongly Disagree Voidey Designee Voidey Designee Voidey Agree nor Disagree Voidey Agree Voidey Disagree Voidey Disagree Voidey Disagree Voidey Disagree	Never 24 7 6 4 2 0 0 43	Once 36 25 22 12 7 0 102 Once 60 17	Twice 50 7 20 47 25 24 1 1 167 Twice 81 22 36	Three 52 27 78 40 21 3 221 Three 93 39 57	>Four 91 56 141 106 67 2 2 463 >Four 197 70 1122	Massing 0 0 0 0 1 1 0 0 0 1 1 6 1 0 0 0 0 0 0 0	Grand Total 253 135 296 167 122 67 1079 Grand Total 459 151 244	Never 55.81% 18.28% 13.95% 9.30% 4.65% 0.00% 100.00% Never 60.47% 8.98% 18.60%	Once 35.29% 24.51% 21.57% 11.78% 8.86% 0.00% 100.00% Once 58.82% 18.67% 18.67%	Twice 29 94% 11 59% 28 14% 14 97% 14 37% 0 60% 100 00% Twice 48 50% 13 17% 22 75%	Three 23 53% 12 22% 35.29% 18 10% 9 50% 1 36% 100 00% Three 42.08% 25.79% 25.79%	>Four 19.65%, 12.10%, 30.45%, 22.69%, 14.47%, 0.43%, 100.00%, >Four 42.55%, 15.12%, 26.36%,	Missing 0 00% 0.00% 1.20% 0.00% 1.20% 100.00% 1.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00%	23 4 12 5 27 3 17 3 11 3 8 0 1000 Grand To 42 5 13 9 22 8

How Effectively Do DEPpers Think They Were Prepared for Basic Training

A. Overall, the DEP effectively prepared the recruit for basic training (Q17)

Gender	Missing	Females	Males	Grand Total	Missing	Females	Males	Grand Total
Strongly Disagree	2	42	144	188	66 67%	26 09%	15.74%	17 42%
Mildly Disagree	0	36	156	192	0 00%	22.36%	17 05%	17 79%
Neither Agree nor Disagree	0	30	274	304	0 00%	18 63%	29 95%	28 17%
Mildly Agree	0	29	167	218	0.00%	18 01%	20 44%	20 02%
Strongly Agree	1	18	78	95	33 33%	9 94%	8 52%	8 60%
Missing	0	8	78	84	0 00%	4 97%	8 31%	7 78%
Grand Total	3	161	915	1079	100 00%	100 00%	100 00%	100 00%

Race	Missing	Asian	Black	White	Hispanic	Other	Grand Total	Missing	Asian	Black	White	Hispanic	Other	Grand Total
Strongly Disagree	1	8	37	107	23	12	168	25 00%	18.16%	19 17%	16.39%	18.55%	19 67%	17 42%
Mildly Disagree	0	7	30	126	21	8	192	0 00%	15.91%	15 54%	19 30%	16.94%	13 11%	17.79%
Neither Agree nor Disagree	3	12	60	181	30	18	304	75.00%	27.27%	31.09%	27.72%	24 19%	29.51%	28 17%
Mildly Agree	, 0	10	29	130	32	15	218	0.00%	22.73%	15.03%	19 91%	25.81%	24.59%	20.02%
Strongly Agree	0	3	20	56	11	5	95	0 00%	8 82%	10 36%	8 58%	8.67%	8.20%	8 60%
Missing	0	4	17	53	7	3	84	0 00%	9 09%	8 81%	8 12%	5 65%	4.92%	7 78%
Grand Total	4	44	193	653	124	81	1079	100.00%	100.00%	100 00%	100 00%	100 00%	100 00%	100 00%

Age	17-18 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 yrs	Grand Total	17-18 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 yrs	Grand Tota
Strongly Disagree	52	80	29	14	13	188	18.37%	17.09%	15 18%	22.95%	17 11%	17 42%
Mildly Disagree	51	90	35	10	8	192	18.02%	19.23%	18.32%	18.39%	7 89%	17.79%
Neither Agree nor Disagree	75	130	57	16	26	304	26.50%	27 78%	29 84%	26.23%	34.21%	26.17%
Mildly Agree	60	99	36	8	13	218	21.20%	21 15%	18 85%	13.11%	17.11%	20 02%
Strongly Agree	27	41	15	5	7	95	9 54%	8.76%	7.65%	8.20%	9.21%	8.60%
Missing	18	28	19	8	11	84	6.36%	5.98%	9.95%	1311%	14.47%	7.78%
Grand Total	283	468	191	81	76	1079	100 00%	100 00%	100.00%	100.00%	100 00%	100 00%

Education	Missing	BS	GED	HS	MAS	SCOL	Grand Total	Missing	BS	GED	HS	MAS	SCOL	Grand Total
Strongly Disagree	2	3	23	115	0	45	186	12.50%	14 29%	20 54%	17.56%	0 00%	18 48%	17 42%
Mildly Disagree	3	2	16	121	0	50	192	18 75%	9 52%	14.29%	18 47%	0.00%	18.32%	17.79%
Neither Agree nor Disagree	6	9	35	169	0	85	304	37.50%	42 86%	31.25%	25 80%	0.00%	31.14%	28 17%
Mildly Agree	2	5	14	145	0	50.	216	12.50%	23 81%	12 50%	22.14%	0.00%	18.32%	20.02%
Strongly Agree	1	1	8	ಟ	2	20	95	6.25%	4 78%	7.14%	9 62%	100 00%	7.33%	8.80%
Missing	2	1.	16	42	0	23	84	12.50%	4.76%	14.29%	6 41%	0 00%	8 42%	7 78%
Grand Total	16	21	112	65 5	2	273	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100.00%	100.00%

Succesa	Successfuls	Unsuccessfuls	Grand Total	Successfuls	Unsuccessfuls	Grand Total
Strongly Disagree	130	58	188	14.21%	35.37%	17 429
Mildly Disagree	159	33	192	17 38%	20.12%	17.799
Neither Agree nor Disagree	266	38.	304	29 07%	23.17%	28 179
Mildly Agree	202	14	218	22.08%	8 54%	20 029
Strongly Agree	84	11	95	9 18%	8.71%	8 80%
Messing	74	10	84	8 09%	6 10%	7.789
Grand Total	015	164	1070	100,00%	100.000	100,000

	Time in DEP	< 2 mos	2-4 mos	5-7 mos	8-10 mos	>11 mos		Grand Total	< 2 mos	2-4 mos	5-7 mos		>11 mos		Grand Total
	Strongty Disagree Mildly Disagree	84 61	35 57	41	19 20	14	0	188 192	22.52% 16.35%	16 67% 27 14%	16 80% 18 39%	17 12% 18 02%	15 00% 23 33%	0.00%	17 42% 17 79%
	Nether Agree nor Disagree	137	53	73	28	13	ō	304	36 73%	25 24%	29 92%	25 23%	21 67%	0 00%	28 17%
	Mildly Agree	60	50	60	27	19	0	216	16.09%	23 81%	24 59%	24 32%	31 67%	0 00%	20 02%
	Strongly Agree	31	12	30	17	5	81	95 84	8 31% 0 00%	571% 1 43%	12.30%	15 32% 0 00%	8 33%	0.00%	8 80% 7 78%
	Missing Grand Total	373	210	244	111	60	81	1079	100 00%		100 00%			100 00%	100 00%
	DEP Meetings Attended	<2 mtgs	2-4 mtgs	5-7 mtgs	8-10 mlgs	>11 mtgs	Missing	Grand Total	<2 mtgs	2-4 mtgs	5-7 mtgs	8-10 mtgs	>11 mtos	Missing	Grand Total
	Strongly Disagree	113	48	16	9	2	0	188	23 64%	16 84%	1074%	13 85%	11 11%	0.00%	17 42%
	Mildly Disagree	85	78	19	7	2	1	192	17 78%	27.37%	12 75%	10 77%	11 11%	1 19%	17 79%
	Neither Agree nor Disagree Mikdly Agree	195 57	56 76	40 49	29	21	- 1	304 216	40 79% 11 92%	20 35% 26 67%	26 85% 32.89%	9 23% 44 62%	22 22% 22 22%	1 19%	28 17% 20 02%
	Strongly Agree	27	25	24	13	6	ó	95	5 65%	8 77%	16 11%	20 00%	33.33%	0 00%	8 80%
	Missing	1	0	1	1	0	81	84	0.21%	0.00%	0.67%	154%	0.00%	96 43%	7 78%
	Grand Total	478	285	149	65	18	84	1079	100 00%	100 00%	100 00%	100.00%	100 00%	100 00%	100.00%
	Talked to Recruiter per month	Never	Once 30		Three times 45	> 4 times	Missing (Grand Total	Never 39 53%	Once 29 41%	Twice 19.76%	Three time 20.36%	> 4 times		Grand Total
	Strongly Disagree Mildly Disagree	17	23	33 41	43	62	ò	188 192	18.80%	22.55%	24.56%	19 46%	18 63%	1 20%	17 42% 17 79%
	Neither Agree nor Disagree	12	37	48	65	142	0	304	27 91%	36.27%	28.74%	29 41%	30.67%	0.00%	28 17%
	Mildly Agree	4	11	34 11	47 21	120	0	216 95	9.30%	10.78%	20 36% 6 59%	21.27% 9.50%	25 92% 12.96%	0.00%	20.02% 5 80%
	Strongly Agree Alissing	l ii	0	0	0	2	81	84	2.33%	0.00%	0 00%	0.00%	0.43%	97 59%	7 78%
	Grand Total	43	102	167	221	463	63	1079	100 00%	100 00%	100 00%	100.00%	100 00%	100 00%	100 00%
3.	DEP PQS prepared the recruit for	basic train	ing (Q22)												
	Gender	Missing	Females	Maies	Grand Total		Females	Males C	Grand Total						
	Strongly Disagree	2	13	61	76	66.67%	8 07%	8 67%	7 04%						
	Mildly Disagree Neither Agree nor Disagree	0	14 22	49 202	63 224	0.00%	8 70% 13.66%	5.36%	5 84% 20 76%						
	Mildly Agree	0	15	90	105	0.00%	9.32%	9 84%	9 73%						
	Strongly Agree	0	11 86	30 483	41 570	0.00%	8.83%	3.28%	3.80% 52.83%						
	Missing Grand Total	3	161	915	1079	33 33% 100 00%	100 00%	52.79% 100.00%	100 00%						
	Race	Missing	Asian	₹ Black	White	Hispanic	Other C	Grand Total	Masing	Asian	8tack	White	Hispanic	Other	Grand Total
	Strongly Disagree	1	2	19	37	11	6	76	25 00%	4.55%	9.84%	5.67%	8.87%	9.84%	7 04%
	Mildly Disagree	0	5	14	31	10	3	63	0.00%	11.36%	7.25%	4 75%	8.06%	4 92%	5.84%
	Neither Agree nor Disagree Mildly Agree		13	34 18	138	27 13	11	224 106	25.00%	29.55%	17 62% 9 33%	21.13% 9.19%	21.77%	18.03% 14.75%	20 76% 9 73%
	Strongly Agree	0	o	8	26	5	2	41	0.00%	0 00%	4 15%	3.98%	4.03%	3 28%	3.80%
	Missing Grand Total	2 4	19	100	361 653	58 124	61	1079	50 00%	43.18%	51 81%	56 28% 100 00%	46 77% 100 00%	49 18%	52.63% 100.00%
	Grand Your			130		125		10/51	100 00 21	.0000	100 00 20		100.00 21	100 00 2	100 00 10
	lan-	17-18 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 yrs G	rand Total	17-18 yrs	19-20 yrs_	21-22 yrs	23.24 vm	>25 ves	Grand Total		
	Age Strongly Disagree	23	30	15	6	2	76	8 13%	6 41%	7 85%	9 84%	2.63%	7 04%		
	Mildly Disagree	9	37	8	3	6	63	3 18%	7.91%	4 19%	4 92%	7 89%	5 84%		
	Neither Agree nor Disagree Mildly Agree	62 33	106 46	35 14	10	11	224 106	21.91% 11.66%	22.65% 9.63%	18.32% 7.33%	16.39% 8.20%	14 47% 9.21%	20.76% 9.73%		
	Strongly Agree	14	15	9	1	2	41	4.95%	3.21%	471%	1 64%	2.63%	3 80%		
	Missing Grand Total	142 283	234	110	36 61	48 76	1079	100 00%	100 00%	57 59% 100 00%	59 02% 100 00%	63.16%	52 63% 100 00%		
	Grand Four	100			011		10/5	100001	100 00 31	1000021	100 00 20	100 00 21	100 00 %		
	Education	Missing	B5	GED]	HS I	MAS	SCOL C	Grand Total	Messing	85	GED	Н5	MA5	SCOL I	Grand Total
	Strongly Disagree	0	0	11	50	0	15	76	0.00%	0.00%	9 82%	7 63%	0 00%	5 49%	7.04%
	Mildly Disagree	9	0	5 23	42 135	0	18 56	63	0 00% 25.00%	0 00%	4.46%	8 41%	0.00%	5 86%	5 84%
	Neither Agree nor Disagree Mildly Agree	1	7	8	68	1	26	224 105	8.25%	4.76%	7.14%	10.38%	50 00%	21.25% 9.52%	20.76% 9.73%
	Strongly Agree		.1	3	29 331	0	8	41	0.00%	4 76%	2.68%	4 43%	0.00%	2.93%	3.80%
	Missing Grand Total	16	15	112	655	2	150 273	1079	100 00%	71 43%	100.00%	100.00%	100 00%	54.95% 100.00%	52 83% 100 00%
	Success	Successfuls	Unsuccessfuls C	irand Total S			rand Total								
	Strongly Disagree Mildly Disagree	56 57	20	76 63	8.12% 6.23%	12.20% 3.66%	7 04% 5.84%								
	Neither Agree nor Disagree	201	23	224	21 97%	14.02%	20.76%								
	Mildly Agree	98 34	7	105	10 71%	4.27%	9 73%								
	Strongly Agree Missing	469	101	41 570	3 72% 51 .26%	4 27% 61.59%	3.80% 52.83%								
	Grand Total	915	184	1079	100 00%	100 00%	100 00%								
	Time in DEP	< 2 mos	2-4 mos		8-10 mos	>11 mos	Missing G			2-4 mos				Missing	Grand Total
	Strongly Disagree Mildly Disagree	23	15	21 15	10	5	0	76 63	8.17%	3.81% 7.14%	8.61%	9.01%	8.33%	0.00%	7.04% 5.84%
	Neither Agree nor Disagree	75	46	81	27	15	0	224	20 11%	21.90%	25.00%	24.32%	25 00%	0 00%	20.76%
	Mikily Agree Strongly Agree	32 14	27	31	8	7	0	105	8 58% 3 75%	12.86%	12.70%	7.21%	11.67%	0.00%	9.73%
	Missing	198	106	107	53	25	81	570	53 06%	50 48%	43 85%	47 75%	41 67%	100 00%	52 83%
	Grand Total	373	210	244	111	60	81	1079	100.00%	100.00%	100 00%	100 00%	100.00%	100 00%	100.00%
	DEP Meetings Attended Strongly Disagree	<2 mtgs 43	2-4 mtgs	5-7 mtgs 10	8-10 mtgs	>11 mtgs	Messing G	rand Total	<2 mtgs 9.00%	2-4 mtgs 1 5-26%	5-7 mtgs 8.71%	8-10 mtgs 7 69%	>11 mtgs 18 67%	Missing 0.00%	Grand Total 7.04%
	Midly Disagree	26	22	9	3	3	0	63	5 44%	7.72%	8 04%	4 62%	18 67%	0.00%	5 84%
	Neither Agree nor Disagree	107	54	39	19	5	0	224	22.38%	18.95%	26 17%	29.23%	27 78%	0.00%	20 76%
	Mildly Agree Strongly Agree	35 13	38 10	24	5 9	2	- 1	105	7.32% 2.72%	13.33% 3.51%	18 11%	7 69% 13.85%	0 00%	1.19%	9 73% 3.80%
	Missing	254	146	59	24	5	82	570	53 14%	51 23%	39 60%	36 92%	27 78%	97.62%	52 83%
-	Grand Total	478	285	149	65	18	84	1079	100 00%	100 00%	100 00%	100 00%	100.00%	100 00%	100 00%
	Talked to Recruiter per month Strongly Disagree	Never	Once 13	Twice T	hree times	> 4 times 26	Missing G	rand Total	Never 11 63%	Once 12.75%	Twice T 8.98%	7 69%	> 4 times 5 62%	Missing 0	Grand Total 7 04%
	Mildly Disagree	2	12	12	15	22	ö	63	4 65%	11.76%	7.19%	6 79%	4 75%	0.00%	5 84%
	Neither Agree nor Disagree Mildly Agree	12	18	30 14	54 28	109 56	1	224 105	27.91%	17.85%	17 98% 8 38%	24.43% 12.67%	23 54% 12 53%	1.20%	20 76% 9.73%
	Strongly Agree	1	5	4	10	25	0	41	2.33%	0.98%	2.40%	4.52%	5 40%	0.00%	3 80%
	Missing	22	53	92	07	222	200	570	53 49%	51 96%	55.09%	43.89%	48 16%	98.80%	52.83%

C. DEP could have prepared better for basic training (Q32)

Gender	Missing	Females	Maies	Grand Total	Missing	Females	Males	Grand Total
Strongly Disagree	1	11	62	94	33 33%	6 83%	8 96%	8 71%
Mildly Disagree	0	11	51	62	0.00%	6 83%	5 57%	5 75%
Neither Agree nor Disagree	0	22	205	227	0.00%	13 66%	22 40%	21 04%
Mildly Agree	0	40	201	241	0.00%	24 84%	21 97%	22 34%
Strongly Agree	2	70	292	364	66 67%	43 48%	31 91%	33 73%
Missing	0	7	84	91	0.00%	4 35%	9 18%	8 43%
Grand Total	3	181	915	1079	100 00%	100.00%	100 00%	100 00%

Race	Missing	Asian	Black	White	Hispanic	Other	Grand Total	Missing	Asian	Black	White	Hispanic	Other	Grand Total
Strongly Disagree		5	17	56	11	5	94	0.00%	11 36%	8 81%	8 58%	8 87%	8 20%	8 71%
Midity Disagree	0	3	12	34	9	4	62	0 00%	8 82%	8 22%	5 21%	7 26%	8 56%	575%
Neither Agree nor Disagree	(6	45	139	29	8	227	0.00%	13 84%	23 32%	21 29%	23.39%	13 11%	21 04%
Mildly Agree	- } 1	9	33	156	27	15	241	25 00%	20 45%	17 10%	23 89%	21 77%	24 59%	22 34%
Strongly Agree	3	17	67	213	39	25	364	75 00%	38.84%	34 72%	32 62%	31 45%	40 96%	33 73%
Missing	1	4	19	55	9	4	91	0.00%	9.09%	9 84%	8 42%	7 26%	6 56%	8 43%
Grand Total		44	193	653	124	61	1079	100 00%	100.00%	100 00%	100 00%	100 00%	100 00%	100.00%

Age	17-18 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 yrs	Grand Total	17-18 yrs	19-20 yrs	21-22 yrs	23-24 yrs	>25 yrs	Grand Total
Strongly Disagree	23	37	20	4	10	94	8 13%	791%	10 47%	8.56%	13 18%	871%
Mildly Disagree	20	29	5	5	3	62	7 07%	8 20%	2.62%	8 20%	3.95%	5 75%
Neither Agree nor Disagree	50	100	43	15	19	227	17 87%	21 37%	22.51%	24 59%	25 00%	21 04%
Milchy Agree	73	104	41	9	14	241	25.80%	22.22%	21 47%	14 75%	18 42%	22.34%
Strongly Agree	96	166	62	20	18	364	34 63%	35 47%	32 45%	32 79%	23 68%	33 73%
Missing	19	32	20	8	12	91	671%	6 84%	10 47%	13 11%	15 79%	8.43%
Grand Total	283	468	191	61	76	1079	100 00%	100 00%	100 00%	100.00%	100 00%	100 00%

Education	Missing	85	GED	Н5	MA5	SCOL	Grand Total	Missing	85	GED	H5	MAS	SCOL	Grand Total
Strongly Disagree	3	0	11	48	0	32	94	18 75%	0.00%	9 62%	7.33%	0.00%	11 72%	8 71%
Mildly Disagree	1	0	5	42	0	14	62	6 25%	0 00%	4 45%	8.41%	0.00%	5.13%	5 75%
Neither Agree nor Disagree	3	10	25	138	0.	51	227	18.75%	47 62%	22.32%	21.07%	0.00%	18 68%	21 04%
Mildly Agree	0	8	19	153	0	63	241	0.00%	28 57%	16 96%	23.36%	0.00%	23 08%	22.34%
Strongly Agree	7	4	35	229	2	67	364	43 75%	19 05%	31.25%	34 96%	100 00%	31 87%	33 73%
Missing	2	1	17	45	0	26	91	12 50%	4 76%	15 18%	6.87%	0.00%	9 52%	8 43%
Grand Total	18	21	112	655	2	273	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100.00%	100 00%

Success	Successfuls	Unsuccessfuls	Grand Total	Successfuls	Unsuccessfuls	Grand Total
Strongly Disagree	74	20	94	8 09%	12.20%	8719
Mildly Disagree	51	11	62	5 57%	8 71%	5 75%
Neither Agree nor Disagree	203	24	227	22 19%	14 63%	21.049
Mildly Agree	217	24	241	23 72%	14 63%	22.349
Strongly Agree	291	73	364	31 80%	44.51%	33 739
Missing	79	12	91	8.63%	7 32%	8 43%
Grand Total	915	164	1079	100 00%	100 00%	100 009

Time in DEP	< 2 mos	2-4 mos	5-7 mos	8-10 mos	>11 mos	Missing	Grand Total	< 2 mos	2-4 mos	5-7 mos	8-10 mos	>11 mos	Missing	Grand Total
Strongly Disagree	45	15	25	4	5	0	94	12.06%	7 14%	10 25%	3 60%	8 33%	0.00%	8.71%
Mildly Disagree	23	19	12	4	4	0	62	8 17%	9 05%	4 92%	3 60%	8 67%	0.00%	5 75%
Neither Agree nor Disagree	94	43	53	25	12	0	227	25.20%	20 48%	21 72%	22.52%	20 00%	0.00%	21 04%
Mildly Agree	71	48	72	37	13	0	241	19 03%	22.86%	29 51%	33 33%	21 67%	0.00%	22.34%
Strongly Agree	134	85	78	41	26	0.	364	35.92%	40 48%	31 97%	36.94%	43 33%	0.00%	33 73%
Missing	8	0	4	2	0	81	91	1 61%	0.00%	1 64%	0.00%	0.00%	100.00%	8 43%
Grand Total	373	210	244	111	60	81	1079	100 00%	100.00%	100 00%	100 00%	100 00%	100 00%	100 00%

DEP Meetings Attended	<2 mtgs	2-4 mtgs	5-7 mtgs	8-10 mtgs	>11 mtgs	Missing	Grand Total	<2 mtgs	2-4 mtgs	5-7 mtgs	8-10 mtgs	>11 mtgs	Missing	Grand Total
Strongly Disagree	57	24	7	3	3	0	94	11.92%	8 42%	4 70%	4 62%	16 67%	0.00%	8 71%
Mildly Disagree	27	26	5	3	1	0	62	5 65%	9 12%	3 36%	4 62%	5.56%	0.00%	5 75%
Neither Agree nor Disagree	127	51	28	13	8	0	227	26 57%	17 89%	18 79%	20.00%	44 44%	0.00%	21 04%
Mildly Agree	85	75	57	21	2	1	241	17.78%	26 32%	38.26%	32.31%	11.11%	1 19%	22.34%
Strongly Agree	176	105	52	25	4	1	364	36.82%	37 19%	34.90%	38 46%	22.22%	1 19%	33 73%
Missing			0	0	o	82	91	1.26%	1 05%	0.00%	0 00%	0.00%	97 62%	8 43%
Grand Total	478	285	149	65	18	84	1079	100 00%	100.00%	100.00%	100 00%	100 00%	100 00%	100 00%

Talked to Recruiter per month	Never	Once	Twice	Three tanes	> 4 times	Missing	Grand Total	Never	Once	Twice	Dates mus	> 4 bmes	Missing -	Grand Total
Strongly Disagree	8	17	14	16	41	0	94	13 95%	18 87%	8 36%	7.24%	8 86%	0.00%	8 71%
Mildly Disagree	4	3	10	15	30	0	62	9.30%	2.94%	5 99%	8 79%	8 46%	0.00%	5 75%
Neither Agree nor Disagree	12	23	32	47	113	0	227	27 91%	22.55%	19 16%	21.27%	24 41%	0.00%	21.04%
Mildly Agree	5	18	45	57	118	0	241	11 63%	15.89%	26 95%	25.79%	25 49%	0.00%	22.34%
Strongly Agree	18	43	65	81	157	2	364	37.21%	42.16%	38 92%	36 65%	33 91%	2.41%	33 73%
Missing	0		1	5	4	81	91	0.00%	0,00%	0.60%		0.86%	97 59%	8.43%
Grand Total	43	102	167	221	463	83	1079	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%	100 00%

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